

Quarters



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News from the Top

A New Year has begun and we have been involved with Team Detailing for about a year. The program has been well received in the fleet and has evolved into a strong tool that supports individual Sailors in making good career decisions. Team Detailing starts at 13 months prior to a Sailor's projected rotation date (PRD) and provides two-way communications between the command retention team and the detailee to help the Sailor form reasonable assignment expectations prior to entering the order negotiation window. The order

negotiation window then starts at nine months prior to PRD and gives the Sailor three months to review online JASS and apply for jobs that they are qualified for based on the discussions from Team Detailing. The Sailor may negotiate on JASS up until six months prior to their PRD. At the six-month point orders negotiation should be completed.

You may always contact your detailee to discuss your career options and billets which would be most beneficial for you to apply. Detailers are interested in your career and have come from the fleet and will return there after their detailee tour. They

have a vested interest in your success and are more than qualified to join your command retention team in outlining a successful career for you. Be honest with them and let them help you. They need to know what your special needs or concerns are.

Navy Personnel Command continues to strive to find better ways to do things and encourage our best Sailors to stay Navy. Stay in contact with your detailee and your command retention team so you're up to date on SAIL programs which affect your life.

CAPT Mark Klatt, Director, Enlisted Assignments Division

Command Master Chief Detailee

By now, the vast majority, if not all of the CMDCM's, FORCM's, FLTCM's, and CNOCM's have had their former ratings officially changed to their "new" ratings. Orders and official correspondence from the Bureau should be utilizing

the correct ratings although there might be some older admin programs out there that may not recognize them. Please be patient as the fleet catches up with technology and we work the bugs out of the system. Congratulations to the latest selects to both the CMC program and the Senior Enlisted Academy (SEA) from the October board. Selection was keen and although the

authorized numbers were low, the Master and Senior Chiefs that were picked represented an outstanding field of candidates. The next board is in June 2003 and if you were not selected, please continue to apply. OPNAVINST 1306.2D remains the guidance for application to the CMC program and ENLTRANSMAN 9.24 for the SEA. Please see the April-June 2002 issue of *LINK* for

more particulars.

A reminder to those selected at the recent boards; be sure to call or e-mail us to discuss your SEA class placement or your assignment desires. Additionally, new CMCs will generally be assigned to sea duty for their first tour and

although you are authorized to change your rating badge upon selection, you will not receive the 9580 NEC or be authorized to wear the "Command" breast device until you are ordered into a 9580/CMC billet. As your new CMC Detailer and SEA Placement Officer, I look forward to meeting

and working with you all during my tour at Navy Personnel Command. Have a great Navy day.

*CMDCM(SW) R. T. Gudge
PERS 40FF*

Enlisted Assignment Division (PERS 40) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Enlisted Detailing LCPO (p40g):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p40g@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p40	Director, Enlisted Assignment Division	882-3543
p40b	Deputy Director Enlisted Assignment Division	882-3543
p40bb	Special Assistant, Director EAD	882-3510
p40cc	PCS Entitlements	882-3550
p40dd	Early Return Coordinator/EFM Detailer Liaison	882-3545
p40ff	Command Master Chief Detailer/Sea Placement	882-4560
p40hh	HUMS Reassignment/Hardship Discharge	882-3542
p40g	Enlisted Detailing LCPO	882-3539

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Diver: Up 10 and Shift

For those of you who have been around in the Diving Navy for quite some time the words "Up ten and shift" do something for you. They may instigate excitement because you know you have some action to take, or maybe they conjure up some stress knowing there is a problem that needs fixing or maybe, for those who have grown accustomed to Navy diving, it is an emotionless signal telling you to change something. However you react, this is to put you on notice. Prepare to "Up ten and shift."

Under CNO's Task Force Excel (TFE) initiative, we in the diving community are preparing for several personnel management and policy changes. These changes will cause stress for some, excitement for others and many of us will simply take it in stride. From my point of view I see how TFE has the potential to help our community in many ways if we work it right.

On 31 October 2002, the Navy stood up the "Diving / EOD" learning center in Panama City, Florida in support of the TFE program. This Learning Center is one of 15 centers designed to manage all of the ratings of the Navy. The new command is in its infancy right now but it is steadily building it's personnel and policies in preparation for taking over management of training of Navy Divers. This management will include the mapping out of divers career paths for us to follow as we choose which duty stations and training we want to pursue, as well as being used to advance us as we successfully progress along it's five vectors. Additionally, the learning center will be an active arm of our community tasked with the job of ensuring that training for divers at the various diving schools is in line with what is needed out in the fleet. This will be done by soliciting from the fleet what the present jobs that Navy divers are performing and overseeing what these schools teach, and by ensuring they have the facilities and monies required to make the training successful.

We have ordered Master Diver Curtis into the Diving Learning Center to start preparations required to guarantee success in this new endeavor. During the construction of this process you may be called on to assist in one way or another, possibly by accurately filling out Job Task Analysis surveys, providing training requirements or

possibly descriptions of each diving job at your command. Whatever you are asked to provide remember that accurate input/information from the fleet is required to produce an effective product that will help our community. Our goal is to build the most effective training in support of our community and man the community with effective/qualified personnel.

Stand by for more exciting changes in the near future. We plan on breaking some old and ineffective SOP's and paradigms to make this work. And knowing divers the way I do, if anybody can make something work NAVY DIVERS CAN!

*Diving and Salvage Detailer
PERS 401DC*

EOD

As a new quarter starts I encourage you to communicate with your chain of command, career counselor and your command master chief to get the best career advice you need to stay Navy and progress. Your CCCs can provide you with the latest changes in Navy policy and that combined with the CMC being in constant dialogue with the senior enlisted leadership of the EOD community and our fleet counterparts can fill in the picture. Your CMC will know the latest information pertaining to critical fill billets and can best advise you on your next step.

With that said, we always need volunteers to fill essential billets. NAVSCOLEOD in Eglin, Florida needs instructors badly, as does EOD Training and Evaluation Unit One in San Diego. Without instructors at these two specific locations, the EOD community will not be able to properly train and graduate the new EOD Technicians, nor can we provide the essential tactical training required prior to fleet up to an EOD Mobile Unit after graduation. If interested, let your CMC know and we'll work together to get you into one of these billets.

If you are looking for shore detachments, keep in mind that most of the East Coast detachments have only 4 enlisted billets and they all have long waiting lists. I do need

Techs for China Lake, Fallon, and Det Yoko in Japan. EOD Technical Division has some new and interesting jobs available as well.

The community recently bid farewell to an exceptional Senior Chief / Master EOD Technician. Our EPMAC Readiness Placement Officer, ICCS Robert White retired following the recent annual EOD / DIVER conference in New Orleans. He greatly aided me in getting your orders out the past three years. Master Chief Jim Walker is his able replacement and I am certain he will do a fine job. Master Chief Rich Graves will start turning over with our current community manager, MCPO Steve Marshall. Both of my 'Buperian' peers have made my job function more effectively, which services you, the Fleet EOD Sailor better. Make sure you thank them in the future if you get the chance. Believe me, they are constantly working projects that improve everything from your rotation and placement status to specialty pay and bonuses.

*EOD Detailer
PERS 401DF*

Career Decisions

Carefully planning your career path is one of the most important things you can do. The billets and professional qualifications that you earn in those billets are a crucial ingredient to your success. Your superior performance in those assignments will contribute to your overall immediate and future career success. Your success with diverse and challenging assignments enhances your chances for promotion, especially as you strive into the "khaki" ranks.

The detailers receive phone calls from Petty Officers asking, "I've done a Leading Petty Officer tour and I also have earned my SCW pin, what else is there?" Don't lose sight of the total picture. Sustained superior performance and multiple Leading Petty Officer tours at different commands will expand your horizon and build upon your leadership skills. It is when you reach the senior levels that your leadership and technical skills matter the most!

Recently, the detailers have been receiving many phone calls from Seabees asking for easy jobs so that they can put all of their time and effort into college degrees. College is great and a lot of Seabees take classes prior to separating from the Navy to set themselves up for civilian life. You need to



find a happy medium to be able to balance both your job and your personal educational goals. It is good common sense to take classes while you are on shore duty. Realistic expectations, personal dedication and the ability to balance work and school will be critical to successfully completing after hours courses. College is looked at on selection boards, but more importantly to Navy promotion is "Sustained Superior Performance" and leading from the front. Promotion will come from taking the hard jobs and excelling, not simply from the number of degrees you earn.

A word of experience from the detailer chair - on the flip side of this issue, I also receive numerous calls from those wanting to return to active duty because the civilian world wasn't what they had anticipated. The most common complaints are "the pay does not equal what I made in the military," "the benefits were much better when I was in," and "I had much more time off to spend with family and friends when I was in the Navy."

I encourage you to explore all your options prior to making a decision that will affect both you and your family. Speak with your chain of command and career counselor to ensure you have all the facts necessary. We'd like you to Stay Navy.

*SW/EA/BU E6 and Below Detailer
PERS 401CE
UT/CE E6 and Below Detailer
PERS 401CD1*

Seabee Chiefs

I am CECS (SCW) Kevin Ormanoski, the new NCF CPO detailer, I'm reporting from a rewarding tour with NMCB 4. I am looking forward to this challenging assignment and hope to meet each and every one of you either by phone, E-mail, or in person as I make my way about the NCF. I will make every attempt to detail you to where you would like to go, but as you consider your next assignment keep in mind your career path. If you're on shore duty plan on returning to sea duty to an NMCB. You can stay competitive for advancement on shore duty by taking the challenging shore assignments. As you move up in rank you should realize that billet choices limited, and I would ask you to be flexible as you plan your next assignment. There is more to the NCF than just Gulfport or Port Hueneme, don't plan your career by trying to stay in one area for 20 years. I look forward to working with you if you have any questions or concerns feel free to contact me.

*E7 Detailer
PERS 401CC1*

*RAO & E8/9 Detailer
PERS 401C*

Instructor Duty For Top Seabees

Instructor Duty billets are very important billets and we are looking for highly motivated and squared away E5 and E6 people to fill them. Currently the Seabee training (NCTC) sites, which are located in Fort Leonard Wood, Missouri, China Lake, California, Port Hueneme, California and Gulfport, Mississippi need top caliber Seabees. This is a great opportunity in several areas including: advancement, to acquire your Master Training Specialist designation, to hold leadership positions and to directly influence the future of the Naval Construction Force.

Do you have what it takes? The requirements for instructor duty are: be a hard charger, SWC Qualified, an above average performer and most importantly, be within all PFA standards.

*CM/EO E6 and Below Detailer
PERS 401CF1*

Promotion

Congratulations to all of our new petty officers! Now that you have put your new crow on, what have you done to prepare yourself for your next advancement? Yes, your next promotion. Now is the time to start with your professional courses, leadership courses and studying. Military requirements are a must study requirement with the addition of this category to the advancement exams. Have you earned your warfare pin? When was the last time you were in a NMCB? Looking at the overall results, those personnel in NMCBs did very well with their promotion percentages.

For those chiefs and senior chiefs preparing for the selection boards, have you ordered you microfiche and Performance Summary Record (PSR) to verify that they are current? Have you put together a package for the board? Have you asked a Master Chief to look at your record and package to see what if anything you are missing? Don't duplicate pages already in your record, the board members have hundreds of pages per candidate to look through, but they will and do look at everything sent in. Packages sent in, however, do not become a permanent part of your service record. A separate copy must be sent to the proper

PERS code to initiate a change.

SEAL Link

Naval Special Warfare is currently engaged in the Global War on Terrorism. Motivated and qualified SPECWAR candidates are encouraged to submit packages for BUD/S in accordance with MILPERSMAN 1220-100. See your command career counselor for more details and check the web at www.swcc.navy.mil.

If you are currently a member of NSW, and are interested in advancing your career, you should consider a rewarding and career enhancing tour overseas. We currently have billets at NSWU-1 and NSWU-4. Both of these commands are type 4 duty, meaning if you are eligible for the E7 to E9 selection board, you will earn the maximum points allowed for the type of duty you are currently in. For the FY-03 CPO selection board, those members serving in type 4 duty received 20 points towards selection compared to 5 points for those at shore duty and 10 points for those at regular sea duty. The units abroad stand ready to respond to any crisis each and every day. Apply now and get involved!

If you have done your time at SEA and are ready for some shore duty, we currently have several billets in the chief and senior chief paygrades at the Naval Academy in Annapolis, Maryland. These jobs offer an excellent opportunity to groom future naval leaders, while earning a college degree, or simply having quality time with your family. These billets are ready for immediate fill, so contact me now.

*SEAL Detailer
PERS 401DE*



SWCC

There are many misconceptions about close looping and source ratings in the SWCC Community. Personnel holding the NEC 5350 or 5351 are not required to cross rate since they are not close looped. Personnel with the 5352 NEC are close looped and are required to convert to a source rating. The source ratings are BM, DC, EM, EN, ET, GM, HT, IC, IS, MM, MR, MS, OS, QM, IT, and SM.

The SWCC SRB rates change frequently, so I encourage you to check with your career counselor or chain of command to make sure you have the latest rates published.

NSW Force 21 is based on Squadron deployments and a twenty-four month cycle. This cycle means that PRDs need to align with the deployment and training cycles. To stay at your SBT you need to have 24 months left on your PRD when you return from deployment.

If you do not have enough obligated service and PRD time to complete the next cycle you have a few options.

Option one, upon completion of sea tour, roll to shore.

Option two, obliserve for another deployment cycle.

Option three, if you don't want to continue the next deployment cycle, but have not fulfilled your sea obligation seek another duty station.



The Force 21 billet structure and the 24-month deployment cycle does not support other options.

The key to career planning is to actually plan. Make sure that you work with your Command Retention Team, they will enable you to meet you career goals and increase the chances that you end up where you want to be.

*SWCC Detailer
PERS 401DI*

Seabees/SPECWAR/SPECOPS/Diver (PERS 401) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the EOD Detailer (p401df):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p401df@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p401	Branch Head	882-3569
p401c	Branch Master Chief	882-3571
p401a	Seabee Admin Assistant	882-3575
p401a	SEAL/EOD/Diver/SWCC Asst.	882-3622
p401c	RAO/All E8-E9s	882-3571
p401cc1	All E7s	882-3559
p401cd	CE/UTE1-E6	882-3570
p401cd1	CE/UTE1-E6	882-3565
p401ce	BU/EA/SW E1-E6	882-3556
p401ce1	BU/EA/SW E1-E6	882-3653
p401cf	EO/CM/E1-E6	882-3567
p401cf1	EO/CME1-E6	882-3568
p401d	SEAL/EOD/DIVER/SWCC RAO	882-3560
p401de	Special Warfare	882-3563
p401df	EOD	882-3564
p401dc	Fleet Diver	882-3561
p401de1	In-service Recruiter	882-3574
p401de2	SEAL HME1-E6	882-3572
p401dh	Schools Coordinator	882-4261
p401dh2	Special Warfare PH	882-3557
p401di	SWCC	882-3573
p401de2	SEAL HM	882-3572
Fax	882-2716	

Pers 402A

As announced in the October-December 2002 link we have reorganized PERS-40 to provide better customer service to the Surface Navy! Surface engineering, admin/deck/supply, surface combat systems and sea special programs have joined together to form a single Enlisted Surface Assignments Branch (PERS-402). This change allows shipboard command retention teams "one stop shop" and better aligns our organization by function as with the Enlisted Submarine/Nuclear Power Assignments (PERS-403) and the Enlisted Aviation Assignments Branch (PERS-404).

Individual sailors in the fleet will not notice any change in the quality service they've been receiving. However, this change simplifies communications between Senior Navy Surface Leaders and the Navy Personnel Command on Enlisted assignments. Commands are still encouraged to resolve issues at the lowest possible level but there is now another conduit available to address concerns, review decisions and resolve problems as required.

Please do not hesitate to contact me on behalf of your Surface Sailors.

*LCDR Andy Jones
PERS 402A*

Interior Communications Electrician

Changes for IC'S

A lot of big changes are around the corner. A revolution in everything from training to ratings will happen in a short time. Take a look at this website to increase your awareness in what is going to happen. www.NKO.navy.mil.

NEC Issues

We have 35 NEC's in the IC Rating. We continue to send sailors to our "C" schools for advanced training. However, your current command or ultimate duty station must have a valid requirement for the NEC that is attached to the billet.

Also, availability for specific "C" schools is a factor that must be considered when negotiating for orders.

Planning

Make sure you plan ahead for your ca-

reer. Prior to the 9 month window, talk to your career retention team about your options and what you want to do. What coast would you want? What challenging sea and shore billets would you take? During the negotiation window, look at JASS and apply for those billets you would like. During the 9-6 month window you will have 6 JASS cycles to choose from so make the most of this time. Also, take a good look at PRECOM duty. From a leadership and training standpoint, PRECOM duty can be very rewarding.

*PERS 402 IC
IC E1-E8 Detailers*

Damage Controlman

We have made some more changes to the DC Detailing Shop. DCCS (SW) Shelton has assumed the job as Rating Lead and E7-E9 detailer. DCC (SW) Vetter has moved into the E5-E6 Detailer desk and DC1 (SW/AW) Black to the E1-E4 Detailer position. We are committed to providing you with the most career enhancing billets available. Here are a few things that you can do to help us help you. Apply on JASS for available billets nine months prior to your PRD. Talk to your Command Career Counselor. He/she should be able assist you with the application process. When applying, Use all five of your choices. This will give us a better opportunity to detail you to your desired billet. For shore duty billets, consider Recruiting, Company Commander or Instructor as these rewarding and challenging jobs provide an opportunity to positively impact your career and mold our future Sailors. Make certain you are competitive for advancement by **TAKING POSITIVE CONTROL OF YOUR NAVY CAREER**. We are looking forward to hearing from you. HAVE A GREAT NAVY DAY!

*PERS 402 DC
DC E1-E9 Detailers*

Electrician's Mate

Our community has seen advancement rates to all pay-grades that are far and above any in recent history. As a result of this unprecedented retention and advancement. Electrician Mates now have an opportunity to look into other career choices.

The first option is to consider other rates that have better CREO group availability. That is, they get advanced quicker. Review all the options that are available with your career retention team and select a career choice early.

Another option that will make you more competitive is to choose the more difficult route to success while staying in the electrical rating. One way to accomplish that is to get every qualification possible while doing back to back sea duty. If you are up for shore duty, I recommend that you choose the challenging, career enhancing shore duty billet (i.e. Recruiting or Recruit Division Commander Duty).

The future of our rate is bright, we are going to keep the right people in our rate. I encourage everybody to use your chain of command, command career counselors and to contact your detailers early in your PRD window. We will work with any realistic request that we receive to better our Sailors and the future of our Navy. Remember that every day in the Navy is a good day!

*PERS 402 EM
EM E1-E9 Detailers*

Engineman

Hello! From the EN detailers. For smoother transfers ensure your page two's and EFM packages are updated prior to you negotiating for orders. All requests should be submitted 9-12 months prior to your PRD. Too many sailors are falling outside of their negotiation window. The end of your negotiation window is not the time to submit 1306's for extensions. If all efforts to negotiate orders fail, the member will be written orders in accordance with MCA priority. Also we are receiving more and more drops from special programs due to improper screening by their commands. When a SNM is dropped from a course or has failed to meet the screening requirements, they will receive orders in accordance to Manning Control Authority priority.

To be successful, we encourage all to vary their platforms, duty types and locations. We receive numerous requests for follow on tours in the same location. As you advance in rate the probability of staying in a specific area in an in-rate billet will be more limited. Consider Recruiting or Pre-Com if geographical location is your main concern.

For E7 and above looking for challenging and rewarding shore or sea duty, consider the DEI program. We are looking for the best in the rate. Requirements are at least 5 years of propulsion and generator experience. If you are up to the challenge and interested contact detailers at FTSC/LANT Norfolk to set up for a Pre-test.

*PERS 402 EN
EN E1-E9 Detailers*

Hull Maintenance Technician

Advanced Welding schools are open. They are located in Portsmouth, VA, San Diego, CA, Bangor, WA and Pearl Harbor, HI. The prerequisites for attending this school will be updated in the next revision of NSTM 074 Volume 1. However for now the most important thing to remember is that this is an advanced welding school and students should have a solid welding background in TIG and SMAW. If you are unsure of the course requirements, please contact us and we will put you in touch with the schoolhouse for more information.

We are also looking for HTs interested in the NDT field. Currently a fully qualified NDT Examiner, NEC 4946, who is filling a valid 4946 billet is eligible for Special Duty Assignment Pay (SDAP) of \$165 a month. Please contact your career counselor for more information concerning eligibility requirements.

Many of you within your negotiating window received a NAVAL message notifying you to begin preparations for contacting your detailer about your next PCS move. These messages are a reminder to you (and your family) to begin talking to your career counselor and or LCPO/LPO about what to expect when contacting your detailer. Please understand that we as detailers try to meet the needs of both you, the Sailor, and the needs of the Fleet. If you are enrolled in the EFM program you need to update your records. This update must be done every three years or prior to transfer. If you are requesting spouse co-location your 1306's should be sent approximately 12 months prior to your PRD to allow us the extra time it may take to coordinated with the other detailers involved.

Congratulations to all of the newly selected CPO's and newly advanced petty officers.

*PERS 402 HT
HT E1-E9 and "C" Schools Detailers*

Machinery Repairman

School update

In case you did not know, the Computer Numerical Control (CNC) Machinery "C" School (NEC 4404) has been relocated to San Diego. This curriculum has been revised and resulting in a very advanced course. Successful completion of the course carries with it a professional certification in CAD/CAM and CNC programming/operation. This school is mathematics intensive. Math skills should be reviewed and upgraded prior to attending the course. The school seats are in very high demand and will usually be granted to personnel ordered to a specific billets requiring CNC qualification.

Let me take some time to talk about advancement. Duty tours that selection boards look favorably upon are: RDC, recruiting, instructor, and overseas duty. Off-duty education and civic involvement are always important. It is now time to stop putting off getting that warfare pin. As always, sustained superior performance

is a must. A good guideline is to be working on the requirements for the paygrade two above you. This means that MR2's should be completing requirements for MRC. Maintain that mindset and soon you will be the EP candidate. This year we selected Chief Petty Officers in double digits numbers for the third consecutive year. MR advancements should continue to improve in the next few cycles. So don't give up. Keep studying hard to improve your chances. Are you doing all you can to make sure you are truly competitive? By the way, congratulations to all of the new MRC's out there.

*PERS 402 MR
MR E1-E9 Detailers*

PERS 402B

Personnelman

Are you a PN2 to PNCS completing your Sea tour and searching for a challenging shore tour in which to demonstrate your abilities and assist Sailors in making decisions about their careers? If so, expand your search by reviewing the available classifier (2612) jobs currently advertised in JASS. As a classifier you will play a key roll at the very beginning of naval careers. As a bonus you will spend four weeks at the classifier school in sunny Pensacola, FL enroute to a challenging, career enhancing shore assignment where you may also be eligible to receive Special Duty Assignment Pay (SDAP). These billets also open the opportunity of being stationed in many more geographic locations.

*Lead Personnelman Detailer
PERS 402CE/PERS 402PN*

Mess Management Specialist

We receive numerous phone calls on a regular basis from service member's requesting to be released into special programs such as Recruiting, Physical Security, PRECOMS and Brig Duty. Due to our current MS inventory and priority requirement to fulfill critical MS billets both ashore and at sea it is not feasible to accommodate all special program requests. It is important to remember that your MS Detailer has specific requirements in fulfilling priority MS billets to ensure fleet readiness of our United States Navy. Be sure to take this into consideration when negotiating for orders with your MS Detailer.

*MS E1-E4 Shore Duty Detailer
PERS 402EC*

MS Aircrew

If you're interested trying an exciting billet as a flight attendant on VIP aircraft, check out our website at www.bupers.navy.mil/pers405/1-air_crew.htm. It has a list of all the minimum requirements to become a Naval Aircrewman. I need shore duty eligible candidates to work at VR-1 at Andrews AFB in Washington, D.C. I also have a couple of Aircrew billets in Sigonella, Sicily for either sea or shore eligible personnel. If you have any questions at all regarding MS's as Aircrew, please feel free to call me at COMM (901) 874-3717 or DSN 882-3717. I'll be happy to talk with you about what the duty entails. It's a great opportunity to try some-

thing new and travel to some fabulous places!

*MSE1 – E4 SEA DUTY/ 'A' SCHOOL DETAILER
PERS 402EC5*

Ship's Serviceman 'C' School Quota Request

Commands requesting a SH "C" school quota should send an e-mail to P402sh1@persnet.navy.mil at least 30 days before class convening date to ensure that the quota is available.

The following information needs to be on the e-mail: Member's name, social security, class convening date, and particular school (ROM II/Barber) you are requesting. After receiving your request, I will send you a message to confirm your request. If the class is not available, I will e-mail you back to provide you the available dates. ROM II school are available in San Diego, Ca ; and Norfolk, Va. Barber school seats are available in San Diego, Ca; Norfolk, Va; Bangor, Wa; Mayport, FL; and Pearl Harbor, HI. If you have any questions concerning SH "C" school please don't hesitate to call or e-mail me.

*SH E5, "C" School Detailer
PERS 402SH1*

New ROM II System Brings Changes for Ship's Servicemen

ROM II is in... ROM I is out. ROM I is slowly becoming a distant memory for even the most seasoned Ship's Servicemen as the fleet-wide rollout of ROM II heads towards completion this fiscal year. At this writing there are now 160+ ships operating the ROM II system including the ashore ship stores at San Nicholas Island and Diego Garcia.

New Website/Resource Disk

In June 2001, NEXCOM Ship Store Program produced the first Sales and Services Resource CD, which is a one-stop resource for shipboard Ship's Servicemen and Sales Officers. The Sales and Services Resource CD contains the most current ASL/ACB listing and a plethora of references for S3 division. In October 2002 Ship Store Program included these same great references on the NEXCOM Ship Store WebPages to increase the availability for customers ashore and afloat. More great changes are in store for the web page in the near future. Check out the NEXCOM Ship Store web page at www.navy-shipstore.com.

New Training

ROM II has invaded the SH schoolhouses! SH "A" school students will soon be using Electronic Point-of-Sale (EPOS) cash registers and Portable Data Terminals (PDTs) in the mock ship store classroom in Meridian, Mississippi. Our newest "A" school graduates will hit the fleet ready for ROM II. The ROM II "C" school has officially replaced the old ROM I course and is up and running in both San Diego and Norfolk. The course is now three weeks long and class convening dates are scheduled for the entire year. NEXCOM's Ship Store Program provided Subject Matter Experts (SMEs) and the initial training materials through its Fleet Assis-

tance Teams and procured all of the hardware to support the new ROM II course. The SH detailer is now including ROM II "C" school in PCS orders to sea. Additionally, ships can contact quota control at the schools for TAD quotas. Don't forget that informal ROM II training targeted to meet your ship's specific needs is also available from your Ships Store Fleet Assistance Teams.

New Exams

When will ROM II be tested on the advancement exam? This question is on every Ship's Servicemen advancement candidate's mind. With ROM II fleet implementation nearly complete, the Navy-wide advancement exam will start testing this material on the 180 series SH1, SH2 and SH3 exams that will be administered in September 2003, and on the SHC exam for January 2004. The main study source for ROM II material will be the Navsup P487 (ROM II), which is currently NEXCOM instruction 5230.8. Refer to the bibliography for a complete list of recommended study material. The bibliography for September's exams is posted in March on the Navy Advancement Center's Web site, www.advancement.cnet.navy.mil. Most references can be obtained from NEXCOM's Resource CD or the NEXCOM Ship Store web site. Additionally, a new SH Non-Resident Training Course with ROM II material is in the production phase.

*NEXCOM Ship Store Program AND SH Exam/NRTM Writer,
NETPDTC*

Storekeeper/Aviation Storekeeper JASS Applications

When considering your next tour of duty, first, consider the following: Would location be more important or type of duty? Likewise, for married members, it's highly recommended to discuss your next set of orders with your spouse to assure a smooth transition and alleviate potential problems that might arise during your move (i.e., house prices, rent, jobs, schools, etc.).

Next, communicate your desires to your command career counselor for eligibility so he or she can apply you to the billets you are interested in through JASS. We cannot consider you for any billets if you do not apply through JASS. You can apply to as many as five billets on JASS. So make sure all five billets are equally important to you when you are selected for one of them.

If you are undecided at this time, get with your command career counselor to discuss options available to you and that meet your requirements before you call your detailer.

As we push for earlier contacts with our sailors, it is absolutely essential that everyone in the chain of command be involved in educating our young sailors about opportunities and various programs available to them. Early planning and preparation is the key to a successful move. Make use of all resources available to you in selecting your next tour.

Master-at-Arms

MA1 Burpo staffs all requests for Military Working Dog, 2005 school. Personnel interested in becoming a dog handler need a recommendation from a 2006 Kennel Master or Kennel Supervisor. Paygrades E-4 to junior E-5 are the targeted rank for this NEC.

Personnel who possess the 2005 NEC will be detailed to 2005 billets only. Those who no longer wish to possess this NEC or

“drop leash” will not be detailed back to the program. MWD handlers go where the priority 2005 billets are, which means their choices are significantly fewer than the 0000 MAs. Current 2005 sea/shore rotation is 36 inconus, 36 oconus.

Current dog handlers negotiating for orders will be screened by their LEPS assessment team to ensure member they are fit for continued service within the MWD program. Any personnel interested “picking up a leash” should contact MA1 Burpo within their 12-month window to allow for proper screening and school availability dates. “In Canis Confiderus”

*MA E1-E5 Detailer
PERS 402DF1*

Quartermaster

Sailors have to make choices everyday and here is some help with the simpler, but not always the obvious ones. Show this to your friends.

First, choose to qualify for an Honorable Discharge. Easy to do, stay out of trouble, wear the right uniform, do what you are told and you can qualify. Qualifying for an Honorable Discharge for some sailors is very difficult, for some, impossible, but getting an Honorable Discharge means the you have earned the gratitude of the United States for your service. It's a big deal and easy to forget how important it is to serve honorably.

Second, save money, contribute to the Thrift Savings Plan. It's your and your family's future. Plan to use the GI Bill and Tuition Assistance. In 20 years I have met a lot of folks who made themselves smarter and no one who made themselves dumber. Education has the single biggest influence on the earning power of a person and money has the biggest influence on the security of a family. You work hard. You and your family deserve the best of everything.

Third, learn your job. Knowledge is the connection you make between information and thought. Learn to learn. You will never truly know anything unless you understand it and study it. Make flash cards, ask questions, get a study buddy, but at all costs, learn your job.

Finally, get your qualifications done. “Under instruction” means not good enough. Qualified means “good enough.” Watch qualifications are most important, then warfare, then more senior watch qualifications.

The Navy will always need good Quartermasters, please continue if you are one, but also please become one if you are not.

Have fun, drive safe and please call us anytime; the worst thing that can happen is you'll get the machine, but we guarantee we will return your call within 72 hours.

*QM E6-E9 Detailer
PERS 402DE*

Boatswain's Mate

Welcome Aboard to our new detailers, BMCS (SW) Dewhurst E-7 above detailer, Harbor Pilot and BM1 (SW/SCW)Palabrica E-5 Lant detailer.

The next time you select your follow –on tour of duty, you will find that detailing procedures have changed since you last contacted your detailer. When you enter your nine months PRD window, you no longer need to contact your detailer directly to nego-

tiate for next set of orders. All you need to do is sit down with your Command Career Counselor and apply for the available jobs that interest you. JASS takes the detailer's requisition and allows you to apply as many as five jobs that interest you per requisition cycle.

The detailer will review each new requisition and at 1700 on Tuesday and they are released for you to see and make the applications. Keep in mind that the entire fleet can apply for the same job that you might want. Once the application period closes, usually the next Wednesday, the detailer will take a look at all applicants for the job. Selection factors include NEC qualification, cost of transfer, Take up month of billet, PRD of the individual and the level of experience needed for the billet. The result of the billet selection will be available for the download at 1900 CST on Friday after the application period closes. The requisition cycle is usually two weeks from the opening of one requisition to the opening of the next one.

Use your application wisely. In three months you have a total of six requisition cycles to select your billet. When you reach six months prior to your PRD and you still have not selected a billet, a billet will be selected for you from the top of the requisition.

Limited duty, spouse collocation and special cases will still be handled on a case by case basis. Detailers are not normally available to answer the phones on the first Monday of each new requisition cycle while they prepare the new requisition for release to the fleet.

I would ask all Boatswain mate's, junior and senior, to plan your career now! Take advantage of what the Navy has to offer, pursue duty that will enhance your career and set you apart from your peers. Communication with your detailer is important! Keep in touch, you can contact us anytime.

Currently the rating is in good shape, but we could use more hard working BM's in the E3/E6 paygrades. Advancement in BM rate is excellent right now.

BM E5 LANT Detailer, PERS 402BM2

Disbursing Clerk

We would like to take the time to say a few things that we hope you take to heart to make your negotiation for your next set of orders a little smoother.

JASS is here to stay. However, JASS was never developed to take the place of talking to your detailer. CALL US! We are here to assist you in any way possible. Make it a point of calling your detailer as soon as you get the 12 month message or reach your 13 month PRD window, even if it is to tell them that you are planning to separate, convert, etc.

Don't wait until the last minute to negotiate orders. You can begin negotiation at the nine-month PRD window and you must be under orders by the six-month PRD window. Your bargaining power diminishes the longer you wait for orders. Pick up the *Link/Perspective* magazine and see when you have to be under orders.

If you wait until the last minute, chances are you that the billet that you have been waiting on will be gone.

Contrary to popular belief, we do NOT hold billets on JASS (JASS makes that impossible).

We open our JASS billets based on the number of available rollers that we have. If we have 6 DK2's rolling to sea duty, we open 7 billets which is 110% of our requisitions. Also, we do NOT create billets just to get you where you want to go.

We do NOT put people into lower paygrade billets. For example, while it is true that we occasionally send DK2's into DK1

billets, we do NOT put DK1's into DK2 billets or DK2's into DK3 billets. If you are an E5, you need to fill an E5/E6 job, not an E4 job.

Our C-School for Independent Duty is being under utilized. We write the 2905 into E5 and above going to sea, but if you are at your command and they will allow you to go TAD, why not ask. Also, the school is now open for E4s using the STAR program.

*DK Detailers
PERS 402FE/FE1*

Yeoman

We frequently receive requests for curtailment of shore duty to further a Sailor's career by obtaining a Warfare Designator.

Because of the current gap in Shore Billets the command and Sailor must accept the following criteria when requesting curtailment of shore duty:

Commands must be willing to accept up to an 18 month gap in your billet. This means a relief may not be onboard for as long as 18 months after you leave.

You must be willing to accept a hard fill billet. The billet will be negotiated with the Detailer to orders that are considered a hard fill.

You must be requesting to leave within the next nine months.

You must have completed a Minimum Activity Tour of 24 months.

If you have any further questions regarding this contact your detailer.

Legalman

There have been a lot of questions in the past few months about Sailors that enlist in the Navy under the Legal/Law Enforcement (LLE) GENDET Targeted Enlistment Program (GTEP). I hope the following guidance can clear up your unanswered questions:

Personnel are enrolled in LLE/GTEP upon enlistment in the Navy with a guarantee of attending either Naval Justice School or Master-at-Arms "A" School.

Upon graduation from Boot Camp, personnel enrolled in this program will be issued orders to their first command for a period of 18 months. The gaining commands are to ensure that these personnel are assigned an ACC of 108. The ideal scenario at this point would be for the member to be assigned responsibilities in the area of their qualifying field for preparation and training. After approximately 12 months on board,

those personnel that have elected to attend the Naval Justice School are required to submit a package IAW JAGINST 1440.1C to the LN detailer at Pers 402B. Although guaranteed this program upon enlistment Sailors are still required to submit the same documents required for a rating conversion. The Sailor's Classified or Recruiter should have verified the basic requirements upon their enlistment (i.e. education, ASVAB scores, citizenship and security requirements), as well as informed the member of the minimum typing skills required upon submission of their package. They should also be informed of the possibility of losing their eligibility due to misconduct or drugs.

*LN/NC/DM DETAILER
PERS 402LN*

Navy Counselor

In the past year, Navy Counselor billets have been established on all of the FFGs and Aviation Squadrons. These were excessive and our inventory cannot support filling these billets in a timely manner. Typically, I have 65 – 70 NC1 sea duty billets to fill each requisition cycle and at the most, 2 NC1s rolling to sea duty in the upcoming 9 months. The Fleets have prioritized the billets, therefore the JASS offerings are limited to the top priorities that have been established by the MCAs. It will not be uncommon to experience 18-24 month gaps in these billets. Commands need to contact their Placement Coordinator at EPMAC to discuss the needs for minimizing gaps. If I have no rollers, I cannot fill the billets. The Fleets have initiated NC2 billets on all of the CV/CVNs and LHA/LHDs. This means that NC1s will be free to take challenging and gapped NC1 sea duty billets.

Please be reasonable and open minded when selecting your future assignment. Although some would enjoy the luxury of staying in the same geographic area for your entire career, this may not always be possible. There are extremely limited shore duty billets in Norfolk, San Diego and Jacksonville and it simply is a timing issue. If you are in your window and the billets are available, then the stars have lined up for you. I am experiencing shortfalls in billets in Japan and PACNORWEST.

I encourage you to accept the challenges at these commands. This will make you more informed and well-rounded as a Navy Counselor.

*LN/NC/DM DETAILER
PERS 402LN*

Religious Program Specialist

As I mentioned a few issues ago, timing is everything. At that time I was encouraging folks to go to special programs. Well, those days are over. We are not in a position to release folks to special programs. If you have reached a point in your career and have the desire to pursue another occupational field, then it might be time to consider applying for a rating conversion. Remember, simply applying for a rating conversion does not warrant automatic approval. Possessing the required aptitude (test scores) for the desired rating is critical, and serves as the number one attribute during the reviewing process. We strive to ensure success, by protecting the individual Sailor with regard to future career potential, and overall stability of a rating community. Rating conversions are highly encouraged from a CREO 3 to either a CREO 1 or 2 rating.

Many of you have heard that the rating is overmanned which should indicate that a release to special programs would be supported. Let me give you some rough numbers to mull over so you understand why you cannot be released and when considering your career choices.

There are 882 RPs on active duty. 61 are in a non-distributable category like school, or limited duty, or pregnancy. That leaves 821 that I can work with. These 821 folks are to fill 817 jobs. Now I'd like to break down the 817 so you can see what jobs I need to put you in:

- 362 are sea duty, the small amphibians and cruisers don't take women
- 175 of those sea duty billets are FMF duty (All but 41 are for men only)
- 455 shore duty
- 97 of the shore duty billets are base support units requiring the 2401 NEC to support Marine Units
- 46 for fleet hospitals and Seabee units requiring the 2401 NEC

If you do not hold the 2401 NEC you severely limit your sea duty opportunities and that may affect your competitiveness for chief. Advancement in the RP rating is tight and will remain tight as long as the rating is over 100% manned. To make yourself competitive up through E6 you need to have sustained superior performance and test well. When you start going in front of the Chief's board there are other things to consider. Have you maintained your sea/shore rotation? If you have consistently gone shore to shore the board will not look

kindly on that. You need to go to sea and earn your warfare pins. It is necessary because of the variety of duty stations available to you that you earn your EAWS and ESWS but also your FMF and possibly your SCW pins. You come from a very competitive, well educated, professional community and you need to keep up.

The health of the RP rating is always at the top of the Chief of Chaplain's priority list and we work closely to find solutions to the manning problems associated with the community.

Journalist

It is your career, manage it. When I talk to JOs about their career progression the need for a ship and warfare pin often comes up when they are senior second classes or first classes and have the chief's board looming. I encourage you to get your warfare pins at the earliest opportunity so that you have it when you need it.

Frequently a JO had a ship earlier in their careers and didn't get the pin because it wasn't required, they were not of sufficient paygrade to get it, or they just didn't care because they were going to get out after their first hitch. We have limited shipboard billets for JOs because much of our sea duty is broadcasting overseas, if you are on a ship now, don't miss the chance to get your warfare pin. A ship might not be available later when you need it.

*RP/JO Detailer
PERS 402JO*

Photographer's Mate

Greetings from beautiful and exciting Millington, TN. I hope you all enjoyed your holiday season and had a happy New Year celebration! I'm PHCS(AW/SW) Cathy Brenneman and I have relieved PHC(AW/SW) Tom Coffelt as the PH detailer. I just completed a wonderful tour with a great team of young photographers on board USS HARRY S. TRUMAN (CVN 75) and I look forward to serving as your next detailer. I will do my best to match your career needs along with the needs of the Navy.

One of the first things I learned, as the rookie detailer is that timing has a lot to do with your next assignment. Remember that your negotiation window begins nine months from your Projected Rotation Date (PRD). I highly encourage you to contact me as early as one year from your PRD so we can best exercise all your options.

The more lead time we have at the start of the negotiation process, the better your opportunity to be guaranteed your choice of assignment and hopefully earn an NEC enroute.

In closing, I would like to announce that effective January 2003, I will be moving my detailing operation from PERS 404DL to PERS 402PH. My phone number will not change; however, my new e-mail address will be P402PH@persnet.navy.mil.

Until next time, work hard and play safe! I look forward to speaking with you soon.

*PH Detailer
PERS 402PH*

PERS 402C

CDR William Boozer from Commander, Second Fleet staff relieved CDR Matthew Wisniewski as the Head, Surface Combat Systems Rating Assignments Officer, Pers 402C.

Detailing Made Easy

The *Link/Perspective* magazine is one of the best ways for detailers to communicate policy changes and rating news to the fleet. Things to consider when contemplating your next career assignment:

- Where am I presently serving? If I am in a Type-1 CONUS shore or Type-6 Overseas preferred shore duty what should I expect the detailer to sell me? The answer is pretty simple, Type-2 CONUS sea duty or Type-4 Overseas sea duty. Combat system ratings are all sea intensive ratings that require professional technicians to serve at sea to keep the fleet underway. Every Sailor, who over tours ashore, hurts a Sailor awaiting a chance at that pristine shore billet.
- Where have I served before? Consider your past tours of duty, maybe your last ship was a CG, maybe it's time to try a pre-comm DDG or FFG. Selection Boards look at the variation of duties and location when considering your next advancement. Personnel who volunteer for that Type-4 Forward Deployed Naval Force (FDNF) ship in Yokosuka, Japan may have an advantage over one equally qualified who chooses a like billet CONUS.
- What Navy Enlisted Classification (NEC) do I have and do I need more training en route? In a time where TEMADD training funds are tight, it is important to think of what schools do you really need to succeed. For example: Every IT can not be a network administrator. Billets usually show a NEC needed for the job. If you already have the NEC, that makes you very competitive for the job on JASS, or if you have a prerequisite NEC that helps you get that needed NEC, also helps you get that job. The U.S. Navy spends millions of dollars on training the world's finest sea service. Consider this, some Sailor's have had 1-2 year training pipelines before ever getting to the fleet, should I ask for another 6-12 months of training? The exception for retraining is when advancement drives a technician to managerial/ supervisory positions.
- I am up for shore duty, what should I expect? The best time to ask for that Type-3 Overseas (Sea Credit) duty is at the completion of that successful sea tour. Detailers will normally approve the Type-3 request after a successful sea-tour and you have earned that warfare pin. The mix of Type-2 or 4 to Type-3 duty is attractive to selection boards looking for that next CPO.
- What is the best shore duty for my career path? Instructor duty is very career enhancing, as is Recruit Division Commander, Recruiting, and Enlisted Detailing. If your rating can support release to RDC or Recruiting, look at the CNO priority placed on these "Sailorization" billets. Also, Special Warfare is always looking for good candidates, this is also a good route to explore.
- What will make my detailing process successful? Early planning, right Sea-Shore expectations, willingness to move, and knowing what you are eligible for based on your situation.

Rating Specific News

Hot Breaking News for ETs and FCs

Want a new school, another warfare device, or different color shoes? A new initiative called "Perform to Serve" is on the way. It will be used as a force-shaping tool to ensure that personnel in overmanned ratings are given the opportunity to crossrate into

lesser-manned ratings of like technical ability. Currently the process is to begin with ET's and FC's, which are each manned over 115% and give Sailors the opportunity to convert to the AT/AW ratings, which are undermanned. First term sailors should start thinking of the possibility of conversion while we work out the details. Some of the benefits of the conversion will be: expanded training, higher SRB levels and increased advancement opportunities.

ET's are needed at sea in the Norfolk Fleet Concentration Area. ET's returning to sea need to look hard at the ships homeported in Norfolk and Little Creek on JASS.

CPO's/LPO's in the FC community need to get involved early in their Sailor's detailing process, waiting until 7 months before PRD usually results in missed opportunity. 13 months before a PRD is the optimal time to explain the detailing process and contact us to help develop their expectations. Between 9 and 8 months, if your Sailor is not seeing a career enhancing job, call the detailer. To assist when searching JASS for an AEGIS sea billet, use AEGF instead of FC for the rate.

Gunner's Mate

Hot running shore bound Gunners Mates are needed at RTC and NTC Great Lakes to fill a myriad of good jobs, from running the range as a SAMI to MK 13 instructors. These are prime "Sailorization" billets.

Information Systems Technician

OTEIP information to ponder: First-term personnel assigned to overseas type-3 or 6 duty will be assigned a tour length to match the applicable DOD tour established in the Enlisted Transfer Manual, Chapter 4. The PRD is set for the appropriate DOD accompanied or unaccompanied area tour. Extensions will not normally be authorized. First-term Sailors will be assigned to sea duty (type-2 or 4) upon completion of an initial assignment to an overseas type-3 or 6 duty.

Mineman

Mineman are filling the GENDET billets aboard MCM's and MHC's. This means that more Mineman going out to the fleet will be starting on deck learning the ins and outs of the boatswain mate part of the rate. While developing on deck, ships have the option of sending their junior Mineman back through training or cross training to combat systems during yard periods. This will provide stability to the ship, having rated Mineman working the deck department and give more flexibility in job assignment. There is a plan for converting the 7 OS billets at HM-14 and HM-15 to Mineman however, this is a long process and it takes awhile to convert the billets over. Then it will be a one for one replacement, as one rolls, a replacement will be ordered in. Advise all to watch JASS for future possibilities, if it is not on JASS, the conversion has not taken place.

Operations Specialist

Congratulations to the newly advanced petty officers, good job and keep up the hard work. OS advancement should remain at the current steady level through next year. So keep studying and

performing, it will payoff. Operation Specialist's coming off sea duty should look at the great opportunity to excel at an Afloat Training Group. It will enhance your career path.

Sonar Technician

STG's coming off sea duty need to look at a tour of duty at NOPF Whidbey Island, WA NOPF Dam Neck, VA or Fleet ASW, San Diego, CA. NOPF Whidbey is a LANT fleet asset, though it is geographically located on the West Coast. These sites provide the tools needed to succeed as a STG of the future.

Torpedoman's Mate

The hot site needing shore bound Torpedoman is CFA Yokosuka. One thing to remember as the Navy re-distributes assets around the fleet, missions are moved and redefined. Shore duty on the East Coast is scarce for Torpedoman. To spouse colocate members, think West Coast FTC North Island, CA and TTF Keyport, WA as this will provide the most sea and shore options for both members.

Engineman

Hello! From the EN detailers. For smoother transfers ensure your page 2's and EFM packages are updated prior to you negotiating for orders. The back of *Link-Perspective* shows when you should begin negotiating and when you should be under orders. Too many sailors are falling outside of their negotiation window. The end of your negotiation window is not the time to submit 1306's for extensions. All requests should be submitted 9-12 months prior to your PRD. If all efforts to negotiate orders fail, the member will be written orders in accordance with MCA priority. Also we are receiving more and more drops from special programs due to improper screening by their commands. When a SNM is dropped from a course or has failed to meet the screening requirements they will receive orders without negotiation. Once orders are negotiated it is FINAL.

Pers 402D

News About Sea Special Programs

To be successful, we encourage all to vary their platforms, duty types and locations. We receive numerous requests for follow on tours in the same location. As you advance in rate the probability of staying in a specific area in an in-rate billet will be more limited. Consider Recruiting or Pre-Com if geographical location is your main concern.

For E7 and above looking for challenging and rewarding shore or sea duty, consider the DEI program. Requirements are at least 5 years of propulsion and generator experience. Anyone interested should contact ENCM Smith at FTSCANT Norfolk to set up for a Pre-test.

Are you looking for a new and challenging job to enhance your Navy career? New Construction could be the ticket! You will work alongside shipyard workers as habitability, engineering and combat systems are added. You will be there as your ship comes to life. Life in New Construction is not easy, but, as a plankowner, the rewards are well worth it.

Within the Surface Branch, Sea Special Programs (PERS 402D) is the placement monitor for surface ships that are under construction. Personnel assigned to all new construction surface ships will first report to the ship's PRECOM DET, located in either Fleet Training Center (FTC) Norfolk, VA or FTC San Diego, CA, depending on the ship's prospective home port. After a two-month training period, most personnel will report to the respective shipyard. Specific details are in ENLTRANSMAN, Chapter 10.

The PRECOM period is fast paced and demanding, requiring the highest level of performance from each Sailor. This period requires intensive effort to establish the administrative and training readiness of the unit for future operations. In view of this, all personnel ordered to duty on new construction surface ships must meet screening standards that are described in ENLTRANSMAN Chapter 10.07.

Personnel assigned to surface ships undergoing construction will be required to incur sufficient obligated service to complete a minimum 24 months on board after ship's placement "In service." A slippage in the date will not incur additional obligated service.

A listing of PRECOM jobs is located on our Web site, www.bupers.navy.mil/pers409/index.html.

After your ship is commissioned, you will be ready to take your place as a vital member of the newest ship the Navy has to offer. It's an opportunity not offered to most Sailors, and a job like no other. Visit our website and think about the rewards of being plank owner. We look forward to hearing from you!

*PN2(SW) Lewis, Sea Special Programs
Administrative Supervisor, PERS 402D*

New Construction

Name	Hull No.	Homeport	Delivery Date	Detailer
RONALD REAGAN (SURF)	CVN 76	1. San Diego	FEB 2003	EMC(SW/AW)Sarmiento
RONALD REAGAN (AIR)	CVN 76	1. San Diego	FEB 2003	ABHCS(AW) Kons
MUSTIN	DDG 89	San Diego	MAR 2003	GSM1(SW) Anderson
CHAFEE	DDG 90	Pearl Harbor	MAY 2003	ET1(SW) Detje
PINCKNEY	DDG 91	San Diego	OCT 2003	TM1(SW) Evanski
MOMSEN	DDG 92	2. PAC	JAN 2004	AE1(AW/SW) Taranski
CHUNG-HOON	DDG 93	2. PAC	APR 2004	GSM1(SW) Anderson
NITZE	DDG 94	3. LANT	SEP 2004	EMC(SW/AW)Sarmiento
SAN ANTONIO	LPD 17	2. LANT	OCT 2004	HTC(SW) Delpriore
JAMES E. WILLAIDS	DDG 95	3. TBD	SEP 2004	YN2(SW) Sisson

1. Homeport announced as Norfolk, VA until July 2004, then shifting to San Diego.
2. No official homeport announced
3. No official homeport

Surface Assignment and Distribution (PERS 402) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the IC E/5 detailer (p402dc1):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p402dc1@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p402	Branch Head	882-3602
p402cg	Branch Master Chief	882-3607
p402c	Rating Assignment Officer (EM/MM/GS)	882-3593
p402d	Rating Assignment Officer (IC/MR/HT/EN/DC)	882-3610
p402cd	EME7-E9	882-3591
p402cd1	EME6	882-3577
p402cd2	EME5	882-3580
p402cd3	EME1-E4	882-3592
p402cf	MME8-E9	882-3607
p402cf1	MME1-E4 PAC	882-3579
p402cf2	MME6	882-3603
p402cf3	MME5	882-3589
p402cf4	MME1-E4 LANT	882-3578
p402cf5	MME7/SGPI	882-3605
p402cf6	MM Avails/"A" Schools	882-3544

p402cg	GS/GSE/GSME7-E9	882-3599
p402cg1	GSE/GSME6	882-3612
p402cg2	GSE/GSME1-E4	882-3614
p402cg3	GSE/GSME5/Schools	882-3587
p402dc	ICE6-E8	882-3594
p402dc1	ICE5	882-3611
p402dc2	ICE1-E4	882-2847
p402de	MR/IM/OM/3M E6-E9	882-3582
p402de1	MR/IM/OME1-E5	882-3595
p402df	HT E6-E9	882-3576
p402df1	HT E5/“C” Schools	882-3597
p402df2	HT E1-E4/“A” Schools	882-3584
p402dg	ENE6	882-3598
p402dg1	ENE7-E9	882-3613
p402dg2	ENE1-E4	882-3585
p402dg3	ENE5/Schools	882-3586
p402di	DCE7-E9	882-3601
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402d9	Decommissioning Coordinator	882-3851
402d4	Women in Ships Coordinator	882-3850
402da	Administrative Supervisor	882-3844
402da1	New Construction Assistant	882-3856
Fax	(Engineering/Hull - 402a)	882-3600
Fax	(Admin/Deck/Supply - 402b)	882-2637
Fax	(Technical - 402c)	882-2643
Fax	(Sea Special Programs - 402d)	882-2649

SUBMARINE/NUCLEAR POWER

SUBMARINE/NUCLEAR ASSIGNMENTS
PERS 403

Branch Head Enlisted Submarine and Surface Nuclear Detailing

Greetings! As you will see, this issue of *Link-Perspective* introduces a different format for the Pers 403 shop than you're used to. We have combined the detailer input to reduce redundancy and provide a cleaner format for your perusal.

First, let me say congratulations to all those who made the cut with the recent promotions to E-6, E-5 and E-4 at the end of last year. Your contributions to the world's finest Navy are noted with pride and now much more will be expected of you. Keep up the great work!

As many of you know, there are many ways to communicate with your Detailer. Whether it be JASS, a phone call, Team Detailing, an e-mail, a 1306/7, or a visit; you should never be unable to work with us on planning your career. In this article, I want to specifically discuss the benefits of Team Detailing.

Since April 2002, the number of submarine and surface nuclear commands using Team Detailing has gone from 20% to nearly 80%. This is a significant success story because it means the Command, Sailor, Career Counselors and Detailers are all talking about YOUR career. On the Team Detailing page, your information automatically shows up when you are 13 months from your PRD – well before your detailing window of six to nine months before your PRD. Your CCC can then enter your duty preferences or notes and the detailers can respond to you with professional career advice. Subsequently, at nine months before PRD, you will know what to expect and hopefully have a variety of choices that meet your needs and will help your career.

Another exciting program is in the works. The Navy will soon be implementing a new permanent tool to help balance rating manning. As you know, we already have numerous tools to help retain you in key ratings. They include STAR, SRB and GUARD 2000. However, some ratings are overmanned and others are undermanned. A new program is being developed to enable NPC to take some Sailors out of overmanned ratings and allow them to cross-rate to a new career path after their first few years in the Navy. This will result in better advancement opportunities in key rates and will enhance the careers of the Navy's newer Sailors. This program is expected to come on line sometime this year and will change the

first term reenlistment process. The specifics will be released shortly, but as you can see, this program will be great for the Navy and the Sailor.

Our forward **Electronics Technician** manning is at an all time low and the time to make a difference is now. If you are a first term ET that has completed at least 24 months at sea and intend to STAR re-enlist, we need you to apply for maintenance training in the 14CM, 14EM, 14XM, and 14NM fields. We need to start releasing you guys from the boats during the first tour to raise our inventory of maintenance technicians. This will be a significant milestone in your career because you will have advanced quals by the five-year point. The current practice of waiting for our Sailors to complete their normal Prescribed Sea Tour (PST) and then their Normal Shore Tour (NST) before sending them through C-school is providing new technicians to the fleet at their 10 year point. We now have plenty of Operator trained personnel to distribute back to the submarines that release their Sailors to attend C-school. Our goal is to have all maintenance school seats filled. With your support we can obtain this goal and significantly increase SubmarineForce readiness.

Advancement in the **Fire Control** community continues to be among the best in the submarine fleet. Here are some tips for you to continue to make yourself more marketable for promotion. Do not limit yourself to one class of submarine. If you stay on an SSBN you are missing out on some very valuable experience, namely strike and Tomahawk, for advancement opportunities. This will also limit you for career enhancing billets such as squadrons and TRE teams.

Right now, FT's are needed at NAVSUBSCHOOL as Instructors. This is an excellent career move because you can earn the designation Master Training Specialist. Not only can you significantly improve your promotion chances there, you can also have a direct impact on force readiness as you will be the one helping to get properly trained students to the boats on time.

Submarine MS's continue to see great advancement opportunities. We will continue to look at rate conversion packages from E-5's on a case by case basis while bringing E-3's through the training pipeline. Your package will be looked at favorably if you are an MS2 (SS) rolling ashore or at 2 years ashore. Of course, this would also depend on what billet you are in, SRB status, and other factors. Our unplanned at-sea losses have slowed the need to con-

vert.

This past quarter, unplanned losses account for ALL currently gapped billets at sea. Also, we continue to have difficulty getting E-5 and above sea returnees to volunteer for Pearl Harbor. If you want a job in sunny Hawaii, I'm certain I can find one for you. If you are in excess because of a recent promotion, call me and let's discuss a split tour.

Nuclear Community. For all the new PO1's and hot-running PO2's, get hot and get qualified EWS! It's probably the most important milestone you can achieve during your first sea tour. If you roll to shore without this, you are significantly reducing your chances of advancement to CPO early.

Should you need a waiver for lower-half class standings while negotiating for an instructor billet, EWS qualification will help. In all cases, competition for many shore billets is tough; and in many cases, EWS quals can be the deciding factor when selecting the right person for the job.

Junior Petty Officers must understand that career planning is an important topic. Talk to your LPO's and CCC's now. You need to talk about your goals, both long and short term. Take into consideration the sea/shore rotations that we nuclear trained personnel follow.

Our Prescribed Sea Tours (PST) are 54 months for the first sea tour, and 60 months for the second sea tour. Shortening your PST requires a waiver, and is not automatic. Shore tours are generally 36 months, with the exceptions being NPTU/NPS is 40 months and NFAS is 39 months.

Although we have received many 1306's to extend, the typical Sailor does not get to extend at either sea or shore except in special circumstances. Picking the right shore duty is very important for career development. When you transfer, consider your plans after the completion of your upcoming tour. Promotion boards generally reward you for the more challenging jobs.

First Class Petty Officers also need to take a good look at where you are going with your career. If you weren't selected for CPO, consider the following. How are your evals? What type of job are you doing now, and how will it affect your next evaluation? If you aren't the LPO, you need to consider a billet where you can be one. Stagnation will kill your career, no matter how comfortable you are there. If you are transferring from shore duty back to sea, expect to

go to a boat where you will be one of the senior people in the Engineering Department. Take on the leadership roles and collateral duties, and get advanced.

We need talented personnel at instructor billets, overseas on the tenders, at SUBMARINE NR-1 and even here in Millington. Please read on about each of these challenging assignments.

ET's/EM's are needed at all of the instructor sites and MM's are needed at Nuclear Field 'A' School and Naval Nuclear Power School. To apply, you'll need your warfare qualification, and you'll need your senior-in-rate qualification.

You'll also need your NPS/NPTU class standings. Higher standings get you more credit, but qualification as EWS or PPWS, as well as strong performance at sea and in training, can help overcome lower than average class standings.

If you are looking for a challenging assignment overseas, we have assignments available on the two submarine tenders in Guam and Italy, and sea and shore duty in Pearl Harbor. There are also three SSN's that will be permanently home-ported in Guam.

Overseas tours have numerous incentives attached, such as OTEIP, COT, and COLA benefits. A tender tour is normally 24 months, with a possible 2-year follow-on-shore-tour (FOST), or a 12-month tour extension for OTEIP. After completing the DOD Area tour requirement, you can request to come back to CONUS, or stay overseas and get COT benefits.

SUBMARINE NR-1 is always looking for highly motivated and highly qualified PO2's and PO1's. EWS quals and upper-half class standings are a must to be considered for this challenging billet. NR-1 is the only submarine where enlisted personnel can qualify OOD and EOOW. If you think you've got what this demanding and rewarding job takes, let your detailer know.

Finally, here in Millington, Tennessee, faces are changing in the nuclear detailer world. We are currently soliciting applications to relieve the Submarine Reactor Operator (E-6 and below) detailer and the Submarine ELT/Radcon (E-6 and below) detailer. Both will relieve in September 2003.

These are highly competitive but rewarding jobs. If you are interested, contact your detailer so we can get your screening started.

In closing, I want you to remember that we are YOUR detailers. Every request you make is given every consideration as we assist you in planning your career.

Submarine/Nuclear Assignments (PERS 403) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the PERS 403 Master Chief (p403eh):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p403eh@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p403	Branch Head	882-3636
p403b	Asst Branch Head	882-3623
p403eh	PERS 403 Master Chief/"D/E" Shop RAO, COB/CMC Detailer	882-3639
p403a	Admin Officer	882-3633
p403ac	NUCON/OVHLS/DMP/DEACTS	882-4967
p403a5	CMD TEAM DETAILING	882-3650
p403at	CMD TEAM DETAILING	882-4617
p403d	C Shop Placement Officer/Fleet Manning Monitor	882-3623

p403c	C Shop RAO	882-4696
p403cc	Submarine/CNO Special Projects	439-9433
p403cb	C Shop Assistant Rating Assignment Officer	882-3644
p403cd	Nuclear Submarine CPO	882-3627
p403ce	Nuclear ET E1-E6 3353/63	882-3645
p403cf	Nuclear EM E1-E6 3354/64	882-3624
p403cg	Nuclear MM/Welders E1-E6 3355/65	882-3628
p403ch	Nuclear MM ELT E1-E6 3356/66	882-3630
p403cj	Nuclear Surface CPO	882-3648
p403ck	Nuclear EM E1-E6 3384/94	882-3631
p403ci	Nuclear ET E1-E6 3383/93	882-3651
p403cl	Nuclear Instructor	882-3647
p403cm	MM(Aux) E6-E9/EN(SS) E1-E9/3M	882-3629
p403cn	MM(Aux) E1-E5	882-3625
p403cq	Avails Coordinator	882-3487
p403cr	Nuclear MM E1-E6 3385/95	882-3632
p403ct	Nuclear ELT E1-E6 3386/96	882-2357
p403e	D/E Shop Placement Officer/Fleet Manning Monitor	882-4933
P403eh	D & "E" Shop RAO/SUB COB Deetailer	882-3639
p403de	MT	882-3649
p403df	D Shop ARAO/MM(Weps)	882-3642
p403dg	FT	882-3621
p403dl	STSE1-E5	882-3616
p403dh	STSE6-E9	882-3646
p403dc	E Shop ARAO, ET CPO Detailer	882-3641
p403ec	ET E1-E6 4732/14NO/IC/QM/TG/SF/ 14NM + Pipeline, SSN	882-3619
p403ed	ET E1-E6 23XX/14RM/ET/TM/HH/HB/14EM/CM + Pipelines	882-3637
p403ek	ET E1-E6 33XX/XM/XO/Nav/CA/14SM + Pipeline, SSBN	882-3652
p403ef	YN	882-3620
p403eg	MS	882-3638
p403ej	SK	882-3640
p403f	Pipeline Training Coord	882-3617
p403fc	Nuc Power/Training, Med Waiver, Sub Vol/Disqual/CC	882-3634
Fax		882-2638

AVIATION

AVIATION ASSIGNMENTS
PERS404

Aviation Information You Can Use

Successful distribution and assignment of personnel is a total team effort. The detailer, the Sailor, and the Sailor's Command Retention Team are all part of this team and must work together to place sailors in billets they desire while still meeting the needs of the navy. This allows sailors to develop and excel.

Improving communication between detailers and Sailors to formulate realistic expectations is essential in the detailing process. This requires the Command's Retention Team and Chain of Command to take an active role in mentoring a sailor's expectations when choosing future assignments. This process starts from a sailor's earliest days as a "check-in" to their preparation for Fleet Reserve. Training and Qualifications are key factors in making this process a successful one.

As the SEA WARRIOR detailing program develops, it will be a huge change in the way sailors are assigned to jobs. The performance standards a sailor sets today could determine what assignments are available for them in the future. More information on these and other programs can be found in NAVADMINs and at the

Stay Navy web site. This information will provide a real-time source to use as a basis in making sound career decisions.

Aircrew - Career Enlisted Flyers Incentive Pay (CEFIP)

Many of you have called asking various questions about the CEFIP program. Most of which can be answered in the BUPERSINST 1326.4D, which can be easily accessed on-line by going to www.bupers.navy.mil, then look under instructions. However, the primary issue most people have with CEFIP is the amount of time it takes for pay updates to go into effect. Sometimes this can take several months. After a CEFIP issue has been identified by your Command CEFIP coordinator, he or she will contact the BUPERS CEFIP Coordinator P404EC2, who will then forward your updated information to DFAS. From there, it normally takes two to four months for your updated payment to post in your pay account.

Additionally, IAW BUPERSINST 1326.4D CEFIP is only for career enlisted flyers. Non-career flyers can receive Hazardous Duty Incentive Pay (HDIP). You must be detailed by your aircrew detailer in order to receive CEFIP. All attempts will be made to detail an aircrewman to a valid aircrew billet. If there are no valid aircrew

billets available, aircrewman may be dropped to the rating or shore special-programs detailer. Finally, if you deny a set of valid aircrew orders you will no longer be eligible for CEFIP. Fly Navy, Fly Safe.

Air Traffic Controller

I have been here for well over a year and a half and have answered the phone calls and addressed the emails and can not express enough to you the importance of communication.

Each and every day I receive phone call inquires as to the status of conversions into or out of the AC rating. The good news is that many of these phone calls are from concerned LCPO's of prospective air traffic controllers. These LCPO's are taking the time to help one of their sailors by getting the facts prior to submitting a lateral conversion package. By the LCPO getting the facts up front he can fully explain the reasons whether pro or con to the member for a specific rating as to why they are, or are not accepting conversions at this time. This is what career counseling is all about—not just submitting a package and waiting to see what happens. This simple interaction helps to ensure a smooth transition into our “A” school environment and helps to affirm our commitment to each and every sailor.

Conversely, when one of our AC's is forced to convert, we as leaders need to take the time to ensure: 1) that each rating the sailor desires is a rating he or she is actually qualified for, and 2) the research has been done to ensure this person is eligible. The conversion process is slow and may take up to a year, as some of you well know. Your intervention can greatly reduce that time! Remember, that's a year that you don't have a replacement in training, and more importantly, a year that this member has put his professional and advancement future on hold. Please take the time to call the prospective rating detailer and explain the particulars in your Sailor's situation, convey to them the positive aspects your sailor possesses and why they would be a asset to the desired rating. Remember revocation is an administrative function ... not punishment.

Aviation Machinist's Mates Use Your NEC

Having a particular NEC does not always mean that you will be locked into that platform. However the Navy has invested a great deal of time and money on your training. You are now the “Subject Matter Expert” on your platform and the Navy needs to re-utilize that experience in the Fleet. Change and diversification are sometimes a good thing, but this is not always possible when we have many billets in the Fleet that need to be filled with your type of expertise. A change in platform will mean that you will have to start all over again in your new command. Your detailer is concerned with not only filling the available billets, but also your career in the Navy. So when you are coming up for orders, consider this before looking at billets outside your present NEC's. If billets in your platform/NEC are not available then we will look at what training we have available to re-train you. Training classes are limited so this is not always possible. The bottom line is, we will try to re-utilize the valuable experience you already have whenever possible.

Aviation Electrician's Mate

Greetings from Millington TN. The AE Shop has been through

some changes in the past few months. We welcomed AEC(AW) Jensen hailing from VFA-94 in sunny Lemoore CA. Along with AEC(AW/SW) Null fresh from the Far East off the USS Kitty Hawk. Had to say good bye to AEC(AW/SW) Schroeder and AEC(AW) Eakins good luck to them in their future assignments.

Hopefully many of you have heard of JASS and Team Detailing? If not, you are behind the times. Stay informed through your Command Career Counselor and BUPERS Online resources. This will give you the tools needed to plan your career. Start early and have a back-up plan just in case what you want is not available at the time you are up for orders. The NEC's that you currently have is a good place to start looking for orders.

We ask that each of you help us help you so that everyone can have a positive detailing experience. Contact us by using JASS, Team Detailing, E-mail or by telephone. Always when possible discuss your intentions with your Career Counselor to make sure your prepared when you communicate with us. MISSION FIRST SAILORS ALWAYS

Aerographer's Mate

AG SRB levels have changed. Refer to the latest NAVADMIN for the current levels. SRB requests must be submitted 35-120 day before the members EAOS or the date of reenlistment to ensure approval/disapproval message will reach the member's command and DFAS before the reenlistment date.

OBLISERVE TO TRAIN (OTT) AND THEN REENLIST ... Members who are not 7412s may qualify for SRB if they go to C-school. These members must agree to OBLISERVE TO TRAIN for the 7412 NEC and then reenlist once they graduate. You must be approved for OTT by the detailer and the Enlisted Community Manager. Members who can complete the C-school prior to their EAOS/ETS are not eligible for OTT. Currently some C-school class seats are still available in the May, July, August, and September classes. Please submit 1306s at least 6 months prior to the class convening date.

Aviation Structural Mechanic

Since taking over as Rating lead for AM's over a year ago I have noticed an increasing amount of change. So much change that we have restructured our web-site to try and keep the rate updated on the changes and how we are doing business. It will also answer some of the frequently asked questions that we have seen. Be smart and stay educated about the programs available and what they can do to enhance your career. Visit the AM Web site at www.bupers.navy.mil/pers404/am.htm.

Aviation Ordnanceman

It is very important that each AO take responsibility for their next assignment. Get with your Command Career Counselor or chief and ask for advice on what would be a good career move for you, remembering that we may not have the specific billet and or location you are interested. As detailers we are here to assist you with your next set of orders and will try and help in any way we can. Assist us by keeping your chain of command involved with your future plans and goals. By utilizing the Enlisted Team Detailing Page on JASS we will have a good idea of your desires when you come in your in your nine-month window. With this information we will be able to determine if your expectations are realistic. If not, we

will steer you in another direction. Our goal is to meet your needs while doing what is best for the Navy and the AO community.

One last thing to remember, a service member cannot re-enlist under the G2K for orders to specific billet or location unless the billet exists. We receive numerous requests saying service member is willing to re-enlist for orders to locations and billets that do not exist.

Take care and be safe.

Aviation Support Equipment Technician

Hello again shipmates! This is ASCS(AW/SW) McWilliams and I want to first take the opportunity to “talk shop” and refer you to the follow-on article below, written by our “AS” representative at EPMAC (ASCM Bill Stepnick) that explains the role EPMAC plays in the detailing process.

I encourage you to visit our community “Talkin’ Shop” Web site; www.angelfire.com/az3/talkinshop. Please submit your special event write-ups, pictures of your command, e-mail addresses, etc to be added to our Web site. Secondly, I asked ASCM Bill Stepnick to explain what role EPMAC plays in the detailing process. Simply put from my standpoint, the requisitions of billets that you view on JASS are generated and posted by EPMAC. ASCM Stepnick will explain the EPMAC process in more detail to you.

My job is to fill those billets with those of you who are within your six-to-nine-month window who are eligible for assignment. Every month, I download the personnel list of those that are in the nine-month window. I then find the best candidate for those requisitions from this list.

Keep in mind you must be under orders NLT 6 months from your prd, our hands are tied too, so if you fall under the 6 month policy orders are sent to you based upon MCA priorities and requirements left. Be safe in the fleet and have a fine SE day!

EPMAC and the AS Community

*** The following is a special article from ASCM(AW) Bill Stepnick at EPMAC to provide help and information for the AS community.***

Greetings all, I am writing this article in hopes of answering the question “What does the Enlisted Placement Management Center (EPMAC) do?” I will give you a brief overview on what we do here at EPMAC and how we come into play in the enlisted personnel distribution process. Let me start with EPMAC’s mission; The Enlisted Placement Management Center is the advocate for the command, and as such, we are concerned with the distribution of active duty personnel to enhance the enlisted personnel readiness of surface, submarine, aviation and ashore units. EPMAC works for Navy Personnel Command (NPC) and the four Manning Control Authorities (MCA’s) CINCLANTFLT, CINCPACFLT, and BUPERS for personnel on active duty and COMNAVRESFOR for reserve and TAR Sailors.

In layman terms, we are responsible for keeping the fleet properly manned by attempting to match the right person to the right billet given the availability of assignable personnel assets. We work hand-in-hand with the MCA and their cognizant commands ensuring their manning/readiness needs are addressed and met if at all possible. Every command in the Navy has a Placement Coor-

dinator (PC) here at EPMAC. Your PC is identified on page two of your EDVR or at our Web site at www.epmac.nola.navy.mil. We recommend you contact your P/C regarding all your manning concerns.

Some of the other functions we perform are as follows:

- Assign all SN, FN and AN (GENDETS) from Recruit Training Command and all Immediate Availability’s to the fleet.
- Designate where all enlisted LIMDU and Pregnancy tours will be spent. Trying to match the Sailors rating and pay grade with a requirement ashore.
- Our NEC shop monitors and updates commands NEC information and serves as sole award and removal authority.

EPMAC also generates the monthly Enlisted Distribution Verification Report, (EDVR) and controls and re-writes the NMP for the Navy as well as generating the Enlisted Personnel Requisition that the detailers use to assign personnel rolling from sea to shore and shore to sea.

As you can see, we do several functions that impact your manning and you should be familiar with EPMAC. Please contact myself or the appropriate personnel (phone/email listing located in Link/Perspective and on Web site) for questions and concerns.

EPMAC also performs the Enlisted Placement function by reviewing orders that fail to meet certain pre-established order edits housed in the BUPERS order writer system. The edits are based on rating, pay grade and NEC requirements displayed in the Enlisted Personnel Requisition.

This should prompt the Sailor to be realistic when asking for that next set of orders. If you are rolling to sea and are asking for IOWA it won’t work. If you are an E5 asking to fill a Chief Petty Officer requirement that won’t work either. Remember rating, pay grade and NEC required for the job.

There are many changes going on now in the detailing process, all to ensure a better product to the Sailor. EPMAC and PERS 40 are formulating new ideas and processes through teamwork to better support the fleet. I ask my fellow chiefs to consider the following when your people or yourself are planning your next assignment.

I believe there needs to be a thought process of combining your personal needs and the needs of the Navy ... IT IS NOT A ONE WAY STREET.

We should all be following a career path that promotes professional and personnel growth along with advancement opportunities. There are few places for “homesteading” so we have to be flexible. Sometimes the “tuff” assignments are the ones we need to take.

Well, enough of my philosophies, I encourage you all to learn more about your manning and how the system works. It will make your life a lot easier. We again solicit your calls and e-mails, I don’t know all the answers, but they are within my reach.

ASCM(AW) Bill Stepnick, EPMAC, New Orleans, DSN: 678-1722 COMM: (504) 678-1722

Aviation Maintenance Administrationman Corner

We receive several phone calls each day inquiring about the System Administrator (NEC 6303) and Data Base Administrator (NEC 6304) schools located in Pensacola, Florida. The school is totally dedicated to the NALCOMIS Optimized environment and is ten demanding weeks long. It begins with a six-week core curriculum common to both “O” and “I” level AZ functional tasks. The

final four weeks is dedicated to either the IMA or OOMA system strand. Example: If you are going to fill the 6304 billet at an AIMD then you will go through four weeks of IMA NALCOMIS Optimized System.

In order to qualify for the school you must first be an E5 or above and have a combined AR (Arithmetic Reasoning) + WK (Word Knowledge) equating to 105 or above. You can verify your scores by checking your page four in your service record. Many Sailors wait until the last minute to apply for these orders and find out that their ASVAB scores prevent them from qualifying. If your ASVAB does not meet the requirement, I encourage you to get with your Command Career Counselor to retake the ASVAB before reaching your nine-month negotiating window. Many of the desired AZ requisitions require NEC 6303/6304.

The Legacy NALCOMIS IMA (NEC 6314) and NALCOMIS OMA (NEC 6315) curriculums are no longer taught at NATTC Pensacola. These courses are now taught at FASO. Quotas for these seats can be obtained through your command by contacting the FASO in your Fleet area. The 6314/6315 NECs are no longer being issued. Also note that in order to gain the 6303 and 6304 NEC, Sailors must attend the "C" school in Pensacola.

Photographer's Mate

A special note. The PH detailer is now located under the enlisted Surface assignment and distribution (PERS 402B).

Aircrew Survival Equipmentmen Career Management Through Diversity

Career management means different things to different people depending on their goals. For the individual determined to stay in

a geographical location it means managing a series of assignments without regard to the job or challenges involved provided they stay in the area. To the individual who doesn't desire shipboard duty, it means seeking a career overseas or in the P-3 community. Or, for the individual who wants a Rating but not the job it involves, it means always trying to get into Special Programs. These careers usually get the same common denominator of individuals asking, "Why didn't I advance?"

If, as many do, you think successful management of your career results in continued advancement, you must be willing to accept new challenges, do your best to excel at them and then move on to the next frontier. The PR Rate is more diverse than many. Too many Riggers think that once they've been in a squadron and one AIMD, they have done it all.

Let's take another look: an organizational job in a Helo squadron is not the same as one in a Fighter/Attack or Fleet Composite, as their gear is totally different, just as working an AIMD supporting P-3s overseas and riding a Carrier are completely different. Supporting one type of aircraft then moving on to an afloat job supporting eight different types of aircraft with priorities changing daily provides some of the best challenges available today. Other career paths involve Naval Special Warfare/EOD support. Others involve Recruiting and instructor duty of various types. One particular type duty never guarantees advancement success.

The key to successful management is starting early and staying flexible. With the exception of fleet concentrated areas, such as Norfolk and San Diego, you cannot experience everything our Rating has to offer in a single location. You have to be willing to go where the jobs are. If you are willing to move and if you continually strive to do your best at each job, you'll find yourself advancing and enjoying a well-managed career.

Last but not least, the Navy is a sea service, and Sailors go to sea.

Aviation (PERS 404) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the AO E5 detailer (p404cr3):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p404cr3@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p404	Branch Head	882-3691
p404dh	Branch Master Chief	882-3656
p404c	Rating Assignment Officer (Avionics/Arm)	882-3657
p404d	Rating Assignment Officer (Aircraft/Indep.)	882-3685
p404e	Rating Assignment Officer (NAC/AM)	882-3707
p404a1	Admin Assistant	882-2246
p404a2b	Admin Support	874-3668
p404a3	Admin Support	874-3692
p404a4	Admin Assistant	874-4697
p404ce	AE E7-E8	882-3662
p404ce1	AE E5-E6	882-3688
p404ce2	AE E4 & Below/"A" School	882-3703
p404cf	AV/AF/8300	882-3658
p404cr	AO E7-E9	882-3663
P404cr1	AO E6	882-3665
p404cr2	AO E5	882-4957

p404cr3	AO E4 & Below "A" School	882-3704
p404ct	AT E7-E8	882-3660
p404ct1	AT E6	882-3683
p404ct2	AT E5	882-3684
p404ct3	AT "A" & "C" Schools	882-3659
p404ct4	AT E1-E4	882-3701
p404de	ABE7-E9	882-3686
p404de1	ABHE1-E6	882-3708
p404de2	ABFE1-E6	882-3702
p404de3	ABEE1-E6	882-3687
p404df	AC	882-3666
p404dg	ADE7-E8	882-3669
p404dg2	ADE6	882-3706
p404dg3	ADE5	882-3670
p404dg4	AD E4 and below/ "A" School	882-3693
p404dh	AG	882-3656
p404dh1	AG	882-3904
p404dj	ASE6-E9	882-3700
p404dj1	AS E5 and below	882-4904
p404dk	AZE6-E9	882-3671
p404dk1	AZE1-E5	882-3672
p404dm	PRE5-E9	882-3690
P404dm1	PR E1-E4/PR "A" Schools/AS "A" Schools	882-3390
p404ec	AWE7-E9	882-3673
p404ec1	AWE1-E6	882-3694
p404ec2	CEFIP Manager/AW "A" School & FRS	882-3679
p404ed	Aircrew IFT/EWOP/IT	882-3674
p404ef	Utilities A/C Designation	882-3675
p404eg	Helos A/C/SAR	882-3695
p404eh	Flt Eng/Reel op Detailer	874-3676
p404ej	AME7-E8	882-3696
p404ej1	AME6/NDI	882-3680
p404ej2	AME-5	882-3697
p404ej3	AME1-E4	882-3699
p404ej4	AM "A" & "C" SCHOOL	882-3677
p404ek	AMEE1-E7	882-3678
p404el	Aviation New Con/Decom/HPC	882-3698
p404el1	Aviation New Con/Decom/HPC/Assistant	882-2325

MEDICAL/DENTAL

HOSPITAL CORPSMAN & DENTAL TECHNICIAN ASSIGNMENT
PERS 407

HM/DT Manning and Your Navy Career

Have you seen the latest CREO/REGA message? Did you take note that the DT rating is currently closed to fleet strikers and advancement for E4-E6 is poor? Hopefully, you also recognized the overall advancement opportunity is not much better in the HM community. I can't say this comes as a shock to me because our overall retention in both communities is very good. Add DT manning at 106% and HM manning at 93% to our retention rates and it equals reduced opportunity for advancement and career growth. I am not happy or satisfied with this situation.

Just a couple weeks ago I attended the CNO/MCPON working forum and a main topic of discussion was Navy manning. The take away was that we have the right number of personnel but not necessarily the right people in the right places and we need to get

it right. We are out of balance with many of our ratings overmanned and just as many undermanned. We have the same issue within the HM/DT communities. There are 14 HM NECs and 1 DT NEC critically undermanned (<75%), 5 HM NECs and 3 DT NECs overmanned (>99%). The general duty/field medicine HM manning is at 96% but the general duty/field medicine DT manning is at 112%. We too are out of balance and need to get professionally "healthy and fit".

The Navy will soon implement a personnel initiative to balance the manning force to ensure we have the right people in the right places. These new initiatives will primarily effect our first term personnel but getting our HM/DT community balanced requires everyone's involvement. I strongly encourage our HM/DTs to apply for our undermanned NECs. I fully support DTs applying for undermanned HM NECs. And if those options don't work for you, you may be best applying for a rating conversion outside of the medical community. The bottom line is that you have options and

have the choice to be proactive or reactive in your career decisions.

If you are unsure on what you should do or just need more information on your options, talk with your Command Master Chief, Command Career Counselor, or Detailer. With your help, we can get our Medical Enlisted Force "healthy and fit." Thank you for your service and dedication to our Nation and our Navy.

BUMED, Force Master Chief

Hospital Corpsman 8404/0000 Detailing Philosophy

Customer Service. Our focus in the General Duty section is to provide fair and consistent customer service to all 14,000 HM's we detail. If there is a way to say yes, we will. If there is not, we will do our best to explain why and move on from there.

Sea/Shore Rotation. We strive to provide Sailors with career diversity by ensuring they maintain a proper sea shore rotation. By that I mean we will avoid sending you back and forth from CONUS shore duty to overseas type 3 locations to fulfill your sea duty. Plan on filling a career enhancing operational billet if you haven't been there in a while.

Component UIC's. Are you wondering why your orders say report to FMSS enroute to a shore duty location? That's because you are filling a billet with a component UIC attached to it. Our shore billets with operational component UIC's are filled first and foremost. This maximizes fleet readiness while providing valuable experience to shore based Sailors who have never been on an operational platform.

Overseas Billets. We have a multitude of overseas billets that can also offer special incentives. Needless to say, these tours can be very rewarding and shows career diversity but don't plan on "hanging out" overseas. Once you've completed 2 consecutive tours or 6 straight years overseas you will be detailed back to CONUS. This will afford your fellow shipmates the same overseas opportunities.

Operational Billets. Shipboard billets are far and few between, especially at the E5 and above level. The majority of the General Duty operational billets are with the Fleet Marine Force. In other words, please prepare yourself mentally and physically for a career enhancing FMF billet in either North Carolina, California, Hawaii, or Japan. We will be looking hard at assigning these billets to our best and brightest Sailors.

In closing, I would like to challenge you all to take charge of your own destiny. If you are not seeing what you want on JASS do not just sit back and let your negotiating time pass. Get with your CCC and call or email me so we can try to find some middle ground. Good Luck!

*HM 8404/0000 DETAILING
PERS 407CE*

HM "C" School Changes

There have been a few changes to the HM "C" Schools. The first major change is to the HM Board Schools. Effective FY-04 the Board Schools have been reduced to the following three: HM-8434 Hemodialysis Technician, HM-8467 Occupational Therapy Technician, and HM-8472 Biomedical Photography Technician.

PERS 407CK will accept packages for Board Schools from January 1, through April 15, 2003. The Selection Board will convene the second week of May 2003.

We will still be very selective during the screening process when reviewing packages for those NECs which were prior Board Schools. The best way to help yourself is to make sure that all the CANTRAC requirements are met prior to submitting your package.

The second change to HM "C" Schools is all packages must be **mailed** to PERS 407. **Do not fax "C" School packages.**

Lastly, the PERS 407 Web page www.persnet.navy.mil/pers407/index.html has been updated to provide you with the latest information on all "C" schools. We are currently developing presentations for each HM NEC, which will ultimately be available for Sailors and Command Career Counselors. These presentations will provide better information on Career Paths available to Hospital Corpsman.

Advanced DT "C" School

Attention all dental technician first termers! You, too, can increase your dental skills by becoming an advanced dental laboratory technician. Hello, my name is DT2 (SW/AW) Kim Shelenberger, and I am the advanced dental laboratory technician (8753) on board USS Carl Vinson (CVN 70). As an 8753, I am responsible for the fabrication of prosthetic appliances, which includes mouth guards, porcelain fused to metal, fixed multi-unit bridges, removable partial dentures, complete dentures and surgical stents. What that means is I have acquired the skills necessary to bring beautiful smiles to the faces of my shipmates. I play a major role in ensuring the maximum operational dental readiness for the BEST aircraft carrier in the fleet. While fulfilling my challenging duties, I have also found time to accomplish most of my personal goals as well. Since arriving on board Carl Vinson, I have completed both the enlisted surface and enlisted aviation warfare specialist qualifications, been selected as CARL VINSON's Junior Sailor of the Quarter, and have nearly completed an associate's degree program. I attribute my successes to the skills, disciplines and solid leadership I have obtained through successful completion of Advanced Dental Laboratory Technician "C" school. It is an honor to serve the Navy and the USS CARL VINSON as an 8753!

CARL VINSON rocks!

New Changes for RECON HM Pipeline

The application process for hard-charging Corpsmen desiring a career with USMC Reconnaissance has changed! The physical screening test is now identical to the BUD/s screening test per



BUPERS Senior SOQ
HM1 Tonya Carlson, FMF
HM E5 Sea/Shore Detailer



MILPERSMAN art. 1410380. In addition, any Command Fitness Coordinator may proctor the Physical Screening in the absence of a Recon/SpecWar/Dive Motivator, any Command Career Counselor may screen candidates for suitability and a memo documenting the results of the Physical Screening Test and favorable suitability for Recon training must be included.

The rest of the application package remains the same: Pages 3/4/5 of the Service Record, Dive Physical, PRT Folder, last three evals (if applicable), ENTNAC security clearance and the 1306 signed by the Commanding Officer as well as the member. Candidates must be male, US citizens, and under 35 years of age.

We need young hard chargers to fill our ranks! NEC holders are eligible for Special Duty Incentive pays, Special Duty Assignment Pay and a very handsome reenlistment bonus. Training is approx 12 mos and includes: FMSS, Basic Recon Course, Marine Combatant Diver, Amphib Recon Corpsman (Diving medicine), and the Army's Special Forces Medical Sergeant's course (SOCM).

For more information contact HMC(DV/FPJ) McMullen, ETL, HM8427/8403, DSN: 436-5821 / Brenden.t.mcmullen@cnet.navy.mil.

USS Belleau Wood Dental Department Shines

Sailors of the USS BELLEAU WOOD (LHA 3) Dental Department completed their Enlisted Surface Warfare designation, making Dental the only department aboard to reach 100 percent of its personnel to earn their primary warfare designator.

(Left to right: DN Boris V. Guererro-Reyes, DT3(SW) Samuel P. Ramos, DN(SW) Bo Z. Brozino, Lt. Cmdr. Kristine Knutson, dental

officer; DT3(SW) Roumel G. Swin, DT3(SW) Deanne A. Rosalin and DT2(SW) Dominick A. Barras.)

Currently deployed in support of Operation Enduring Freedom, the 40,000-ton Navy vessel is the lead element of a three-ship Amphibious Readiness Group (ARG).

The ship carries a crew of 1,000 Sailors and more than 2,000 Marines of the 11th Marine Expeditionary Unit (Special Operations Capable).

The ship can use a combination of helicopters, AV-8B Harriers, and amphibious landing craft to send and support Marines ashore in combat and humanitarian operations.



(Official U.S. Navy photo by PH2 Alan Meza).

Medical/Dental (PERS 407) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the HM "C" School Detailer (p407ck):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p407ck@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p407	Branch Head	882-3808
p407c	Asst Branch Head	882-3816
p407cb1	Senior Enlisted Advisor, E9 Sea/Shore	882-3806
p407cd	Leading DT Detailer, DT E7-E9, 8708/8707	882-3815
p407cd1	DT E5-E6, DT 0000, 8703, 8752, 8753, 8765	882-3805
p407cd2	DT E4 & Below, 8707, 32, 83	882-3807
p407ce	HM E6-E8 Sea/Shore (8404/0000)	882-3811
p407cg	HM 8408, 45, 46, 63, 66, 67, 72, 82, 83, 85, 86, 89, 8541	882-3800
p407ch	HM 8403, 24, 25, 27, 93, 94	882-3797
p407cj	HM 8401, 02, 06, 07, 09, 16, 32, 51, 52	882-3813
p407ck	HM "C" Schools	882-3809
p407ck1	HM "A" Schools/ HM E4 & Below (PAC) Shore	882-2408
p407ck4	HM "C" Schools	882-3820
p407cm	HM (LANT) E4 & Below Sea Detailer	882-4651
p407cm1	HM (PAC) E4 & Below Sea Detailer	882-3810
p407cn	HM E5 Sea/Shore Detailer	882-3804
p407cp	HM E4 & Below (LANT) Shore Detailer	882-3798
p407cr	HM 8434, 54, 78, 79, 95, 96, 8503, 05, 06	882-3814
p407a	Admin Support	882-3801
p407a1	Admin Support	882-3799
p407a2	Admin Support	882-3817

CT/IS/EW

CRYPTOLOGIC ASSIGNMENTS
PERS 408

Winds of Change Blowing for CT/IS/EW Community

It is an exciting time for our Navy. Certainly the most exciting change for any of us is promotion. Congratulations to all of our recently promoted Petty Officers. With your promotions come not only more responsibility and more pay, but also new opportunities for challenging, exciting, rewarding assignments where you will begin your Navy leadership experience.

One of the only things that we can depend on staying the same in our Navy is that our Navy will always be changing and evolving. One of the most far-reaching and immediate changes is that our Navy is experiencing is a technological revolution. Never before have Sailors had so much information readily available to them at their convenience. If you are not onboard with the wealth of resources that are available to you online, you have missed ship's movement. Get online and see what is out there!

To name a few: www.jass.navy.mil is a site where you can go to see what billets are open and what the NEC requirements are for those billets. If you see a job that interests you and are in your PRD window, you can apply through your Career Counselor right there for your next duty station. If you do not have the NEC required for a billet that you are interested in, call your Detailer to find out if receiving the training enroute is an option for you. Understand that if you apply for a job and are selected, you should not keep looking at JASS for a different set of orders. Applying for a job on JASS is the same as negotiating with the Detailer via phone or email. Orders will not be changed after you have been selected for a billet unless there are extreme circumstances that would prevent you from being qualified to execute your orders. Another good web site is (www.bupers.navy.mil). This is an outstanding source of reference material. You can find almost any instruction, regulation, or information about special programs or reenlistment incentives on this site. The site is also an invaluable site that can be used to track packages that have been sent to NPC, check on the status of orders, and view parts of your service record. You can also find promotion and selection board information.

Another great site is www.nko.navy.mil. The "NKO" is Navy Knowledge Online. You can use this site to plot a course for your career, see your SMART transcript, link to various references and other Navy sites, and find out about changes happening in your rate and community.

The site to go to if you want to find yourself on the next advancement list is www.cnet.navy.mil. There is information about advancement, rating exams, and bibliographies for the next advancement exam. In addition to information about the exams, you can also register yourself and complete unclassified rate training manuals and other courses online. If gaining access to a computer for extended periods of time is difficult, courses can be sent to you free of charge, from this site. If you are getting ready to deploy, you should definitely visit this site and order some courses to work on while you are underway.

Of course there are many other sites. These are among the ones that become an indispensable resource as you make decisions that will steer the course of your career. Please take advantage of the wealth of information that is at your fingertips. It is YOUR career. Do everything that you can to make yourself competitive, and to make educated decisions. With so much change, also comes very much confusion. If you have questions about your career, please use the resources available to you. Your Career Counselor, chain of command, and Detailers are all standing by to help you succeed. Make the most of your Navy experience. Don't rely on "sea lawyers" to make decisions that will affect the rest of your life. Go to the source.

Of course not all change is as exciting. As most of you already know, the SRB levels have changed. Please refer to NAVADMIN 352/02 to find out the new award levels.

Another change involves women's racks at sea. The number of racks that are available to women is becoming more limited. Please call at least nine to 12 months before your PRD, so that a rack may be found in time for you to transfer.

One thing that never changes is that the more time you give your detailer to help you, the more likely your detailer will be able to find solutions for you. If you have EFM, Spouse Co-location, or any other circumstances that factor into the detailing process, please inform your detailer as soon as possible. If you are interested in special program billets please plan ahead. Most special programs require a special screening process. Use the resources that are available online as soon as possible to find out what the requirements are for billets that you are interested in. The detailer should know at least 12 months in advance for many special programs. It is extremely difficult to find billets for Sailors on short notice. Most jobs are filled nine months into the future from when you call.

On a final note, please remember that email is official correspondence. Please use proper military etiquette when using e-mail to communicate with the detailers. If you are unsure of proper military etiquette for e-mail, the Correspondence Manual is an excellent reference. Also, in order to make the detailing process more efficient, please include your SSN in all of your correspondence with the detailers.

CTR

We welcome our newest CTR detailer CTR1(SW) Webb.

The Navy Special Warfare Development Group at Damneck, Virginia is seeking highly motivated first and second class CTR's to conduct cutting edge research and development for the Naval Special Warfare community. NSWDG has six open billets for highly skilled and deployable CTR's. Desired skills include Signals Analysis (NEC 9147/9), Computer Network Operations and Nodal Analysis. There is a two-phase screening process that all prospective NSWDG personnel must complete. First, a package must be submitted with all pertinent personal information for the command to review. If you possess desired skills and your package screens

successful, you will be issued TAD orders to our command for the second phase of screening. Candidates will be required to participate in a psychological examination, be qualified as a First Class Swimmer, be able to pass the Army PT test and be recommended after completing an oral board.

Screening can take up to six months to complete. All interested personnel are highly advised to submit packages early to insure adequate time for candidate screening. If you have questions or would like to start the screening process now, contact CTR1 Todd Marshall or CTRCS Paul Straniero at (757) 492-7960 (DSN 492) Ext. 2130/2490.

Many are attempting to use the CT/EW/IS Leadership Listing as a tool to plan for their next duty station based on Sailor's PRDs listed. This is not a reliable tool! Limited Duty returns, Fleet Reserve approvals, and changes in manning requirements all affect billet availability. Most often in the senior leadership positions, detailing has a domino effect. The only reliable way to check on whether a billet is available is to contact your detailer and to review JASS requisitions. Staying in rotation, earning warfare pins where possible, and contacting your detailer as early as possible increases your chances of getting the orders you want.

CTM

We welcome our new CTM detailer, CTM1(SS) Chris Pegram and bid a hearty farewell to CTMC(SS) Bill Rosemeyer; our loss is certainly NSGA Pearl Harbor's gain.

Opportunities at sea continue to grow! Our new DDGs are now dual-NEC coded for 9289 and 2735. What does this mean to you? If you are interested in going to a pre-commissioning unit, you will receive some of the best training the Navy has to offer. We currently have four available PRECOM units including three DDGs and the newest Amphibious Ship USS SAN ANTONIO (LPD 17). If you are interested in one of these extremely challenging and rewarding assignments at sea, contact your Detailer. With CTM manning at or over 100 percent at most paygrades, the opportunity to be released to Special Programs could not be better. If you are interested in Recruiting, Recruit Division Commander, Physical Security, Leadership Training Continuum Instructor or other Special Program billets, contact your Detailer for qualification requirements and availability.

CTO

Looking for an exciting and challenging duty station? Naval Special Warfare Development Group (NSWDG) is looking for qualified volunteer E4/E5/E6 CTOs. NSWDG is a CNO priority one, Type II command charged with the responsibility of research and development of emergent technology for applications in the Naval Special Warfare community. Opportunities exist to attend Army Airborne training and Military Freefall School. Travel opportunities are endless, while researching and working with state-of-the-art technologies. If selected, you will be stationed in Virginia Beach, Virginia. For more information on how to become a member of NSWDG, contact your Detailer at least one year prior to your PRD.

CTA

In conjunction with efforts to refocus the core skills of the CTA rating, COMNAVSECGRU 081915Z Oct 02 removed CTAs as a source rating for the NECs 2735/2779/2780/9301/9302. CTAs holding these NECs desiring to continue down an AIS career path are

strongly encouraged to convert to a rating where these skills are used. Regretfully, until the above NECs are removed from our CTA billet file, JASS will continue to reflect the NEC attached to the billet. Disregard the AIS NEC when deciding whether to apply for a billet, as they are no longer AIS related and training will not be provided enroute.

CTI

We welcome our new CTI E1 through E5 detailer, CTIC(AW/NAC) Ryan Edwards and wish "fair winds and following seas" to CTIC (AW/NAC) Bill Keown, who has departed the detailing wars for the friendly shores at NSGA Bahrain.

CTI Conversion Tips

Conversion packages to the CTI Rating often arrive at NPC incomplete. Please review the conversion package instructions at www.persnet.navy.mil/pers408/index.html. There seems to be confusion about some of the tests required for CTI. The only required test is the Defense Language Aptitude Battery (DLAB) which measures ability to learn a foreign language. This test can be taken once every six months for purpose of rating conversion. Another test is the Defense Language Proficiency Test (DLPT) which measures proficiency in a specific foreign language and is not required to apply for conversion. Also, when applying for conversion to CTI you cannot receive a language guarantee. All language class assignments are made at "A" school after you arrive based on the needs of the Navy.

CTT/EW

As of January 30, 2003 the EW and CTT rates will begin detailing as one rate in anticipation of the upcoming merger in October 2003. CTT(C/SW/AW) Jenkins will begin detailing all E5 CTTs and EWs. EW1(SW) Galvez will detail all CTT and EWs, E1-E4. If you are already in the process of negotiating with either detailer, you may finish negotiating with that respective detailer. If you have not begun negotiations yet, please take note of the change and call the appropriate detailer.

The sea/shore rotation for EWs will remain at 54/36 for E4 and below, and 48/36 for E5-E8 until amended by the Enlisted Community Manager sometime in 2003. Until this is officially changed to 36/36 in order to level the playing field for the EW-CTT merger. All requests for PRD adjustments for this reason will be denied.

ALL EWs that have not submitted their package for TS/SCI clearance **MUST** do so **IMMEDIATELY**. All personnel who will not be able to obtain a TS/SCI clearance **MUST** contact the technical advisor, EWCS McCormick (DSN 225-3051) to begin the force conversion process. Also, **ALL** strikers **MUST** have technical advisor approval prior to taking the EW rating exam.

Beginning in January 2003, all CTT and EW billets will be available for both rates, without the need for release from prospective rating detailer. Some billets may not be available if you do not have the required clearance.

If you are interested in becoming a 1734 technician, please submit a 1306 request. All requests that meet the requirements outlined in ETM Ch 8 will be strongly considered. If your request is approved, you will have to obligate for six years. Upon completion of school, you will complete a 24 to 36-month sea tour, dependent on your previous duty station.

LCPO's and LPO's, please take a look at the ASVAB scores for your strikers that are already rated EW's. If your people do not meet the minimum ASVAB requirements for EW/CTT, they should talk to their career counselors about retaking the ASVAB as soon as possible. Scores that do not meet the minimum requirements will prevent sailors from taking advantage of valuable training opportunities enroute to their next command.

IS

While there have been new innovations in detailing procedures, one thing still remains the same. The window for negotiating orders is nine to six months before your PRD. By the 10 month mark,

you should have already informed your LCPO and Command Career Counselor of changes in your family status and discussed your career goals with them.

Your CCC can relay this information as well as your interests in special programs by populating the Teaming Spreadsheet via JASS. Information gleaned from the spreadsheet, as well as direct contact, helps to establish realistic expectations on both sides of the table. You are eligible to apply on JASS for orders nine months from your PRD. You have six JASS cycles (three months) to select a set of orders.

Talk to your CCC or LCPO for assistance with deciding the best career move. Your detailers are standing by to assist in your career planning.

CT/IS/EW (PERS 408) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Musician Detailer (p64d):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p64d@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p408	Branch Head	882-3821
p408c	Rating Assignment Officer	882-3841
p408cb	Branch Master Chief	882-3826
p408cd	IS E6-E9 Rating Lead	882-3833
p408cd1	IS E1-E5	882-4462
p408ce	CTI E6-E9 Rating Lead	882-3835
p408ce1	CTI E1-E5	882-3830
p408cf	CTM E6-E9 Rating Lead	882-3826
p408cf1	CTM E1-E5	882-3838
p408cg	CTO E6-E9 Rating Lead	882-3836
p408cg1	CTO E1-E5	882-4693
p408ch	CTR E6-E9 Rating Lead	882-3843
p408ch1	CTR E5-E6	882-3843
p408ch2	CTR E1-E4 & Schools	882-3823
p408cj	CTT E6-E9 Rating Lead	882-3840
p408cj1	CTT E1-E5	882-3882
p408ck	CTA E1-E9 Rating Lead	882-3828
p408cl	EW E6-E9 Rating Lead	882-3825
p408cl1	EW E1-E5	882-3834

Fax 882-2650

Opportunities in Shore Special Programs

PERS 4010 details to a variety of assignments such as Recruit Division Commander, Military Entrance Processing Stations, USS CONSTITUTION, USS ARIZONA Memorial, Navy Recruiters, Physical Security Duty, Brigs, Navy Absentee Collection Unit, Equal Opportunity Advisers, Drug and Alcohol Counselors, and Naval Leadership Training Unit Instructors. We also detail Flag Writers, Flag Mess/Enlisted Aides, White House Communications Agency, Camp David, NATO, JOINT/PEP commands, Washington DC/Millington Staff placement, and "A" School Assignments. For up-to-date billet availabilities please visit our website at www.bupers.navy.mil/pers4010/index.html or contact the appropriate detailee.

The majority of Shore Special Program Assignments require the completion of a command screening prior to orders being issued. The screening requirements can be found in Chapter Nine of the Enlisted Transfer Manual. Additionally, NATO, JOINT, White House Communications Agency, Camp David, Flag Writer, and Flag Mess/Enlisted Aide billets are nominative positions, which means you must be interviewed and accepted for the position. This is usually a fairly long process, if you are interested contact PERS-4010F, PERS-4010F1, PERS-4010F2, PERS-4010F3 or PERS-4010G for specific details.

Each week Shore Special Programs updates its "Hot Picks" on the PERS-4010 web page. "Hot Picks" lists Shore Special Program billets that need to be filled as soon as possible. You can access Shore Special Program's "Hot Picks" by visiting the above-mentioned Web site.

Remember, if you are interested in PERS-4010 billets, you **must** contact your regular rating detailee and request to be released to Shore Special Programs.

Major Washington/Memphis Staff Detailee, PERS 4010F

Flag Mess /Enlisted Aide Mess Management Specialist

Flag Mess/Enlisted Aide assignments have been relocated from PERS 402B to PERS 4010. Flag Mess/Enlisted Aide assignments can be up to eight (8) consecutive years of duty. Contact your rating detailee when you are in the 10-month detailing window. Ask to be released to PERS 4010F2 for Flag Mess placement. When released, contact PERS 4010F2 to discuss Flag Screening and assignment. Qualified personnel interested in White House or Camp David assignment are recommended to contact your rating detailee when you are in the 12-month detailing window.

Volunteers in paygrades E4-E9 may apply for the Flag Mess/Enlisted Aide Program by submitting a personnel action request (NAVPERS 1306/7). You must include an endorsement from your commanding officer on letterhead, and copies of your last 36 months EVALUATION / FITREP. You can apply for this program whether on sea duty or shore duty. However, billets for this special program are very competitive. An extensive culinary arts and customer service background is strongly recommended.

For more information, refer to ENLTRANSMAN 9.48/9.60, SECNAVINST 1306.2, and DOD Directive 1315.9.

Flag Mess/Enlisted Aide Detailee, PERS 4010F2

Equal Opportunity Advisor

Are you tired of the same old assignments and want a little diversity in your career? Then you might want to consider a tour as an Equal Opportunity Advisor (EOA). The Navy is currently searching for highly motivated Sailors who have the desire to become EOAs. If you are an E-6 or above, and have ever served as a Command Managed Equal Opportunity (CMEQ) Manager or you don't have any EO experience but would like something challenging, a tour as an EOA might be perfect for you. EOAs are critical to the Navy's mission success and serve as valuable training tools to the Fleet worldwide.

If you want to serve as a EOA, the first step is to request via NAVPERS 1306/7 to be released from your rating detailee to PERS 4010D1. Consult Chapter 2.02 of the Enlisted Transfer Manual, NAVPERS 15909F, to obtain specific guidelines for submission of the 1306/7. Once you are released, PERS 4010D1 will notify PERS 00H (Navy Equal Opportunity Office), and a prospective EOA In-

*Submit Address
Changes On-line at
[www.persnet.navy.mil/
periodicals/link-per-
spective/Link-
Perspective.htm](http://www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm)*



interview sheet will be forwarded to your command. The EOA interview is very similar to an instructor screening form. You will need to be interviewed by a qualified EOA, or the Navy EO office, and receive a favorable endorsement by your Commanding Officer. Next, you will negotiate orders either to sea duty or shore duty. Then you will be issued orders to the Defense Equal Opportunity Management Institute (DEOMI) for training. DEOMI is located in sunny Cocoa Beach, Florida and the course is 15 weeks in duration. After graduating from DEOMI you will go to your ultimate duty station as the Command EOA. Please keep in mind that a tour as an EOA does not preclude you from fulfilling your regular rating sea/shore rotation requirements.

Any interested personnel should contact PERS 4010D1. For additional information you can also contact TMCS(SW) McGhee or CTRCS(SW) Henderson at the Navy EO office, (800) 253-0931.

*EOA/NAVLEAD/CAAC Detailer
PERS 4010D1*

Defense Equal Opportunity Management Institute Instructors

Looking for a challenging assignment that not only enhances your career but also impacts the readiness of the Fleet? Come join the elite corps of instructors at the Defense Equal Opportunity Management Institute (DEOMI) and make a difference in your Navy and the Department of Defense. Work with senior enlisted, officers, and experienced DoD civilians from all services, to include the U.S. Coast Guard.

DEOMI is the only organization of its kind in DoD, responsible for providing equal opportunity and equal employment opportunity (EO/EEO) training to military members E-5 through O-7, DoD civilians and international students. The Institute offers nine courses and three workshops.

Teams of select trainers travel throughout the U.S. and abroad to Europe, South Africa, and other attractive locations. Primary duties include platform instruction and small group facilitation; however, an assignment at DEOMI also brings leadership opportunities, program management, and cur-



riculum design.

DEOMI instructors do not face a training dead-end. Instructors have opportunities to receive professional training from military and commercial sources. A demanding but predictable work schedule also allows staff members the opportunity to attend college and graduate-level courses. Many have attained associates, bachelors and even masters degrees while serving at DEOMI.

DEOMI is located at Patrick Air Force Base, Fla., near sunny Cocoa Beach along Florida's Space Coast. It's close to Orlando and Disney World, and just a few hours from Jacksonville, Tampa, or Miami. Recreational activities are plentiful with some of the best fishing in the country.

Much progress has been made in the areas of EO and EEO but there is more work to be done. You can make a difference in the lives of U.S. and international service-members and civilians. Come aboard DEOMI and be a catalyst for change. For more information contact PERS 4010D1.

*EOA/NAVLEAD/CAAC Detailer
PERS 4010D1*

'A' School Assignments

Are you a non-designated Seaman, Airman, Fireman or designated Sailor wanting the formal training "A" school can provide? If you are looking to take a positive step forward in your career "A" School may be

your answer. How do you go about getting an "A" school? First, talk to your career counselor. He or she is an invaluable resource in determining what you qualify for, which ratings offer the best opportunities for advancement, and in getting your request submitted.

A few notes for career counselors:

- Forward all "A" school requests to 4010S via 1306, along with supporting documentation per the Enlisted Transfer Manual (ENLTRANSMAN Ch.7).
- All packages must include the Sailor's ASVAB scores; also listed is special information needed for certain ratings. If a waiver is requested, include a clear justification.
- Carefully review paragraph 7.17 in the ENLTRANSMAN. This lists the required ASVAB scores, hearing and vision requirements, citizenship limitations, security requirements, and other special requirements.
- Per MILPERSMAN 1440-050, Sailors may not take the exam for one rating and request "A" school for another.
- If the Sailors ASVAB scores are outside the waiver limits, the JOBS program may be an option. Check the requirements listed in OPNAVINST 1514.1C.

*Head "A" School Assignments/
ATF Program
PERS 4010S1*

Shore Special Programs (PERS 4010) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Physical Security Detailer LCPO (p4010e):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p4010e@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

Code	Title	DSN
p4010	Branch Head	882-3451
p4010b	Asst Branch Hd and RAO, Recruiters/ RDC/MEPS/Phys Sec/Brig	882-3864
p4010s	RAO, "A" Schools/Flag Mess/Flag Writer/ NATO/Joint/Washington Placement	882-3775
p4010a	Admin Supervisor	882-3860
p4010a3	Admin Asst.	882-3867
p4010c	Career Recruiter Force Detailer/4010 LCPO	882-3868
p4010c2	Recruiter E6 Detailer/Admin LPO	882-3861
p4010c3	Recruiter E4-E5 Detailer	882-3879
p4010c4	Recruiting LCPO/E7-E8 Detailer	882-2352
p4010a2	Recruiting Admin Asst.	882-2335
p4010d	RDC/MEPS/ Naval Acad. Co. Chiefs/4010 LCPO/NAPS/OCS USS CONSTITUTION/USS ARIZONA Memorial	882-3878
p4010d1	EOA/NAVLEAD/SARP/Bearings Point	882-3862
p4010d2	Asst. RDC/MEPS/USS AZ Mem/USS CONSTITUTION Shore Disestablishments Coordinator	882-3855
p4010e	Physical Security Detailer LCPO	882-3877
p4010e1	Physical Security Detailer	882-3863
p4010e3	Brig/Physical Security/Women Ashore	882-3869
p4010f	Major Washington/Millington Staffs LCPO	882-3880
p4010f1	Major Washington/Headquarters Activities	882-3886
p4010f2	Flag Mess/Enlisted Aide Detailer	882-3871
p4010f3	Flag Writer Placement Coordinator	882-3732
p4010g	Joint Area Placement/MAAGS/MISSION/NATO/PEP	882-3872
p4010k	Head of Officer Accessions/NACIC/SERE	882-3874
p4010s1	Head "A" School Assignments/ATF/LCPO	882-2373
p4010s2	"A" School LPO/Reclassification	882-4657
p4010s3	"A" School Rating Assignment	882-2287
p4010s4	"A" School Rating Assignment	882-3866
p4010s5	"A" School Rating Assignment	882-3875
p4010s6	"A" School Rating Assignment	882-3884
p4010s7	"A" School Rating Assignment	882-3865
p4010s8	"A" School Rating Assignment	882-3883
p4010s9	"A" School Rating Assignment	882-3873
p4010a4	Admin Asst. "A" Schools	882-2341
Fax		882-2646

CT / EW Enlisted Community

The Navy Foreign Language Office (NFLO) was established in June 2002 and envisions building a robust foreign language capability that considers both human resources and technology in responding to foreign language needs within the Navy. An immediate goal of the NFLO will be to provide centralized management to the Navy Foreign Language Program and to develop a comprehensive foreign language strategy. The office will work to establish reporting processes and tracking methods while standardizing requirements validation that will enhance the Navy's ability to meet its future operational and strategic language needs. The NFLO is looking forward to meeting with the Fleets and other stakeholders to help develop coordinated procedures and identify their language needs.

Located in the Navy Annex, Federal Building #2, Room 3619, Washington, D.C., team members can be contacted at:

CTICM (AW/NAC) Melissa Abbey - (703) 695-3058 or e-mail n13f1@bupers.navy.mil

Carol D. Keehner - (703) 695-6251 or e-mail n13fcl@bupers.navy.mil

Ron Harris - (703) 693-3965 or e-mail n13f2@bupers.navy.mil

For further information and updates, log on to www.persnet.navy.mil, select Community Managers, and then Navy Foreign Language Program.

CTA Transformation Update: The future of the rating could not be brighter! Since the last issue, the CTA Transformation Working Group has worked hard to bring specialized skills and training to the rating which focus on SCI program management, personnel/physical security, high-end office administration, database management and manpower management. In partnership with COMNAVSECGRU HQS, the Center for Naval Cryptology, SSO Navy, DNI policy staff, and the Defense Security Service Academy, the Job Task Analysis meeting held in Oct 02 at NSGA Norfolk went particularly well. The session helped to qualify and quantify the tasks currently being performed against those required to be performed, as outlined in our recently released vision message (COMNAVSECGRU//N00//101603Z OCT 02). The professional development, personal development, and qualifications/standards vectors of CNO's TFE initiative will be populated in order to drive the rating even closer toward our goal of creating a specialist armed with the professional expertise to efficiently manage a command's SCI program and office information environment. In line with this new vision, see the PERS 408 detailing section on additional impacts regarding CTA's no longer being a source rating for certain IT-based NEC's. Stay tuned for periodic updates as we continue our professionalization and transformation efforts. (POC is N132D8A.)

CTT/EW merger update: Time is running out! For those of who have not yet submitted your SSBI package, the merger is in clear sight. If you don't submit your SSBI package, you will be contacted by the EW/CTT TECHAD and advised to choose a rating for conversion. We need your help to make this work. "Get Hot"!!! (POC's are N132D8F and N132D8G)

CTO Transformation: Although the future of the CTO rating is still being formulated and is tied directly to the CTN development, look for improved advancement opportunities for the upcoming

cycles. We have temporarily closed the rating to conversions at every pay-grade and will take another look at this policy in the near future. (POC is N132D8D.)

Surface Operations

The Surface Operation Enlisted Community Manager Web Site is online! You can visit by going to BUPERS home page (www.bupers.navy.mil) and then clicking on Community Managers. Any comments regarding the website are welcomed.

During FY02 the Surface Operations ECM reviewed over 900 conversion packages. Most of these packages were disapproved due to a single factor. Inadequate ASVAB scores. Current ASVAB requirements are listed in NAVADMIN 315/01 and 176/02. The ECM can waive up to 9 points for a three-component score, and 10 points for a four-component score. Waivers are granted solely by exception and are adjudicated on a case-by-case basis. A preponderance of supporting documentation is required for waiver consideration. Examples of this documentation include: rating courses completed, working in the division, critical skill certifications/qualifications, and performance. Here are other examples of circumstances which will cause a rating conversion request to be disapproved:

- The member is currently under PCS orders.
- The member does not meet citizenship requirements for a particular rating.
- The member has been awarded NJP within the last 24 months.
- The member is not close to either their PRD or EAOS.
- Desired rating is overmanned, or current rating is undermanned. (Information available on the ECM websites)

It remains our desire to fit the right person to the right rating, and balance the skill-mix, Navy wide. If there is another area of specialty in which you feel better suited, please submit a rating conversion request. However, please be mindful of the requirements for converting to the desired rating. This simple check will allow us both to process your request more quickly, and limit your frustration.

Engineering

Advancement starts and ends at the Command Level. It is not solely the responsibility of the individual sailor. The success of advancement starts with your Professional Development Boards, mentoring programs, and your overall Command climate. Other factors include the strength and inventory of the ratings as well as the billets available. As gatekeepers of nine Engineering ratings, we make every effort to manage the numbers of personnel within each rating to ensure fairness in distribution, training, and advancement opportunities. This has been an extremely daunting task given the outstanding retention the Navy has experienced within the last couple of advancement cycles. Additionally, it is our responsibility to give you the tools necessary to attain successful advancement cycles. Let's face it, the Engineer of the future has become more and more attractive across the board!

Twice yearly, the CREO/REGA NAVADMIN is produced to assist sailors and Career Counselors in making the best choice pos-

sible not only; for the Sailor; but also, for the Navy. When this important document is overlooked, undue stress is caused to the Sailor and the Command.

Engineering department owns three of the Navy's top 5 over manned ratings: EN, EM and DC. Each of these ratings require ECM approval prior to participating in the advancement exam. Failure to do so render tests invalid and non-advancement of your Sailors. Additionally, approval is granted on a first come, first serve basis, and waivers are not normally granted in lieu of limited quotas. So, save your Sailor's heartache and your Command embarrassment. Go that extra mile to ensure all requirements have been met prior to participating in any Navy Wide advancement exam. We are here for you.

Nuclear Enlisted Community

After a year and a half in the Community Manager seat I have a whole new perspective on the superior level of performance and expertise resident throughout the nuclear community. I take great pride in representing you as I work to improve nuclear field community manning, advancement, and compensation.

Record percentages of students are successfully completing the nuclear training pipeline, which is resulting in higher manning throughout the fleet. As each of you looks around your departments you will see a few more faces than you have seen in years past. However, many of these faces will appear younger and will not be as grizzled or salty as before. Many of our shipmates who have been with us through the drawdown years are now leaving the Navy after 20 or more years of service. As their immense experience and talent departs, our duty of filling their shoes is also growing at a faster rate than previously. It means both faster advancement and greater responsibility earlier in your career. Each of you must recognize that your Navy is counting on you to rapidly qualify to the best of your ability and to assume a leadership role earlier in your career than those who preceeded you.

For those who rise to the challenge, your future is bright. You will advance faster and be rewarded quicker than your current leaders and mentors. You will also need to rely on backup from each other, the tech manuals, and a questioning attitude more than ever before. Maintaining the highest nuclear standards will continue to depend upon your characteristic teamwork, dedication, and train-

ing.

For those of you who rapidly advance to chief petty officer, senior chief petty officer, and master chief petty officer you will find yourself in control of your career more than ever before. Work closely with your detailing team to proactively drive your career in the direction that you want it to go. If you engage early and know what you want it is much easier to get the desired outcome.

With a few months left in my Community Manager position I am still working to improve your level of compensation through initiatives to increase SDAP and SRB award levels for nuclear trained personnel. Although these are likely to occur after I rejoin you in the fleet, I am confident your collective skill and continued exceptional service to your country will ensure success in these areas. The job you do is exceptionally valuable.

Nuclear Enlisted Advisor: Well it seems time is just flying by, for when this article hits the street I will have been in the office for a year. We have made some huge strides in many areas, especially in the world of SDAP, and I appreciate all of the support I have received from the units, the PSDs, the squadrons and groups. Don't let up on getting our hard working, nuclear trained Sailors their proper pay on time.

To make sure that we continue performing the administrative requirements correctly, I offer the following reminders.

When requesting a supervisory NEC, I need to know:

- The dates the individual qualified senior in rate.
- That the last eval had marks of 3.0 or higher in all areas.
- The dates that you want the new NEC to be effective.
- If the individual is a Second Class, I need to know that he has completed everything necessary to advance to First Class.
- The earliest that I can award the supervisory NEC without a waiver is at the five-year point, and to be granted a waiver prior to the five-year point the member must be qualified PPWS/EWS.
- When requesting the removal of an NEC, I need the supporting documentation that brought the command to the decision to remove the NEC.

These are a few reminders to help maintain the efficiencies that we have built. Efficient use of my phone keeps my desk available to people calling for help instead of forcing me to call around for missing data.

ECM/TECHAD (N132/33) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Surf Ops ECM (n132d6):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

n132d6@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

Code	Title	DSN
n132	Head, Enlisted Plans & Policy Branch	225-3936
n132d	Head, ECM	225-3935
n132d1	Aviation Mech ECM	225-3806
n132d1a	Asst Aviation Mech ECM	225-3780
n132d2	Avionics/Aircrew ECM	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	227-2418
n132d3	Surf Engineering Prop ECM	223-7234
n132d3a	Asst Surf Main Prop ECM	224-6501

n132d4a	Asst Hull/Mech/Elec ECM	224-4827
n132d5	Surf Com System ECM	227-2502
n132d5a	Asst Surf Com System ECM	224-6503
n132d6	Surf Ops ECM	225-3875
n132d6a	Asst Surf Ops ECM	224-6855
n132d7	Spec War/EOD/Diver ECM	224-3914
n132d7a	Asst Spec War/EOD/Diver ECM	224-6854
n132d7b	Asst Spec War/EOD/Diver ECM	225-3914
n132d8	CT/Frgn Lang ECM	225-3380
n132d8a	CTA Tech Ad	225-3379
n132d8b	CTI Tech Ad	225-6363
n132d8c	CTM Tech Ad	225-3391
n132d8d	CTO Tech Ad	224-5512
n132d8e	CTR Tech Ad	225-3024
n132d8f	CTT Tech Ad	225-3320
n132d8g	EW Tech Ad	225-3051
n13f	Navy Foreign Language Program Manager	223-3965
n132d9	Sub Pers ECM	225-3887
n132d9a	Asst Sub Pers ECM	224-6851
n132d9b	Sub Pers ECM Tech Ad	223-6997
n132d10	Admin/Media ECM	224-6863
n132d10a	Asst Admin/Media ECM	227-2746
n132d11	TAR Aviation ECM	224-6646
n132d11a	TAR Programs Tech Ad	224-6864
n132d12	TAR Surface ECM	225-3905
n132d13	Medical/Dental ECM	225-3865
n132d13a	CMC 9590/HM/DT/DACP ECM	225-3865
n132d13b	Medical/Dental ECM Reserve Ad	225-3871
n132d13c	Asst Medical/Dental ECM	224-6853
n132d14	Legal/Law Enforcement/CRF ECM	224-0805
n132d14a	Law Enforcement ECM	225-3384
n132d14b	Asst Law Enforcement ECM	225-8676
n132d14c	Asst Legal/NC/CRF ECM	224-5560
n132d15	Supply ECM	224-6850
n132d15a	Asst Supply ECM	224-6649
n132d15b	Supply Tech Adv	225-3933
n132d15c	Asst Supply Tech Adv	224-6251
n132d15d	Supply Tech Adv	225-3932
n132d16	Seabees ECM	225-3940
n132d16a	Asst Seabees ECM	224-6645
n132d17	Intelligence Specialist ECM	224-4918
n132d17a	Asst Intel Specialist ECM/Tech Adv	223-1226
n132d17b	Asst Intel Specialist Tech Ad	224-3917
n132d17c	Asst Intel Specialist Tech Ad	223-2839
n132d17d	Asst Intel Specialist Tech Ad	223-3345
n132e1	"A" School Quota Mngmt	225-3953
n132e8	"C" School Quota Mngmt	225-6545
n133d	Nuclear Field ECM	225-4449
n133d1	Asst Nuclear ECM	223-0893
n133d2	Nuclear ECM QC Adv	225-3301
n133d3	SUBPAY Monitor	225-1276

EPMAC

ENLISTED PLACEMENT MANAGEMENT CENTER

Super JASS

JASS, the Job Advertisement and Selection System, was first created by Navy Personnel Command (NPC) as an avenue for Sailors to select assignments vice phoning their detailer. Implementation brought several benefits to Sailors including more information

about an assignment, a wider variety of jobs to choose from, and 24-hour access worldwide at sea and ashore.

Super JASS is a refinement of the original JASS and was produced by a collaboration of NPC and the Enlisted Placement Management Center. Announced in NAVADMIN 130/02, the most visible change is that billets are grouped into three color-coded zones;

Green, Red, and Yellow.

The Green and Yellow zones are the primary zones of interest for Sailors who are in their normal negotiating window of six to nine months from their Projected Rotation Date (PRD). The Fleet's most important warfighting positions are displayed in the Green zone.

The Yellow Zone contains positions in high demand areas or units. These jobs are for those Sailors who are reenlisting under the Guaranteed Duty program.

The Red zone contains positions that were not filled in the

normal detailing window and require a Sailor to arrive at the command almost immediately. These Sailors are coming off limited duty, returning to the Navy after a break in service or terminating shore duty early.

The SUPER JASS system continues to change in response to customer feedback from Sailors, commands and the Manning Control Authority. Super JASS will continue to evolve as changes in detailing are revolutionized.

EPMAC Directory

E-mail address, replace xxxx with listed Code:

Example: to e-mail the SN Detailer (ep471h):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@epmac.nola.navy.mil

ep471h@epmac.nola.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(504) 678-XXXX (DSN 678-XXXX)

Code	Title	DSN
ep40	Commanding Officer	678-1470
ep40a	Executive Officer	678-5744
epcmc	Command Master Chief	678-1524
ep41	Enlisted Surface Placement	678-6730
ep42	Enlisted Submarine Placement	678-1539
ep43	Enlisted Aviation Placement	678-0646
ep44	Specialized Placement	678-1623
ep45	Enlisted Shore Placement	678-6968
ep46	MCA Readiness	678-5409
ep47	Director, GENDET Assignments	678-1432
ep472	Director, Immediate Avails/Assignment Div	678-1722
ep472a	Lead Detailer (Immediate Avails)	678-1588
ep471a	Lead GENDET Detailer	678-1435
ep471c	NROTC/Precom/Decom/Imm Avail Detailer	678-6204
ep471d	Women at Sea Detailer (SN/FN/AN)	678-1784
ep471g	AN Detailer (MALE)	678-1707
ep471h	SN Detailer (MALE)	678-1587
ep471j	FN Detailer (MALE)	678-5732
ep472b	SN/FN/AN Subs Detailer (Immediate Avails)	678-5267
ep472d	SN/FN/AN Detailer (Immediate Avails)	678-6772
ep47b	Program Analyst	678-1128
ep47s	HP Guarantees/Sensitive Moves	678-1433
ep48	Transient, Prisoner, Patient, and Holdee Dept.	678-5219
ep49	NEC Management	678-1347
TMU	Transient Monitoring Unit	678-1606

For a complete listing of EPMAC personnel go to WWW.EPMAC.NOLA.NAVY.MIL.

TAR (ENLISTED)

TRAINING AND ADMINISTRATION OF RESERVES

Wooden Ships and Iron Men

Though "wood" has been replaced with fiberglass and "men" are now referred to as Sailors, the long time-honored phrase "Wooden ships and Iron men" rings true yet today. It best describes those men and women stationed aboard Mine Countermeasure and Mine Hunting ships at Ingleside, Texas.

Located about 20 minutes from Downtown Corpus Christi, Naval Station Ingleside is home to some of the most enriching duty one can hope for. Life onboard an MCM or MHC may not be glam-

orous, but it is extremely rewarding. These smaller ships provide exceptional opportunity for an individual to learn more about their rating, to qualify at unique watchstations, and most importantly develop as strong and professional Sailors! With both sea and shore opportunities available, it is not uncommon for a Sailor to report to Ingleside, then desire a subsequent tour at Ingleside.

One of the biggest drawing points is that Ingleside provides for a quality family life. Local schools are some of the finest in the state and housing is very affordable. Government housing is readily available with even more new housing in the works. The South

Bend of Texas is located two hours South of San Antonio, three hours Southwest of Houston, two hours from the Mexican border, and provides some of the finest out-

door recreation one can get. Best of all the weather is beautiful. So, if you are a BM/DC/EM/EN/ET/DK/HT/IC/IT/MR/MS/PN/SK/YN and ready to step up to take that

special billet that will make you one of the best, come to Ingleside and join our fine community. You can only leave here a better Sailor!

TAR Directory

E-mail address, replace xxxx with listed Code:

Example: to e-mail the YN Detailer (n414):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(504) 678-XXXX (DSN 678-XXXX)

nrpc-xxxx@nrpc.nola.navy.mil

nrpc-n414@nrpc.nola.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

Code	Title	DSN
N4	Director	678-5109
N41	CMC/MCPO/SCPO	678-6205
N410	AE/AD/Physical Security	678-5412
N411	AM/AME/AS/PR	678-1214
N412	AT/AO/AN	678-5488
N413	PN/NC/PreComm/Special Programs	678-6207
N414	YN	678-6208
N415	SK/AK/DK/MS	678-1599
N416	HM	678-1779
N417	AW/AC/AZ/Aircrew	678-1326
N418	EN/HT/MR/DC/IC/FN/EM	678-6206
N419	BM/ET/IT/SN	678-6209
N42	Admin Supervisor	678-6210
N421	School Quotas/TAD Clerk	678-1216
		678-5502
N426	CANREC/CRF	678-4250
Fax		678-6211

MUSICIAN

NAVY MUSIC PROGRAM MANAGEMENT DIVISION
PERS 64

Opportunities in the Musician (MU) Rating

If you joined the Navy to tour the world, consider touring as a member of a U.S. Navy Band. The MU Rating has immediate, critical vacancies in the following NECs: Flute (3801), Clarinet (3803), Saxophone (3805), Tuba (3811), Guitar (3812), Electric Bass (3815), and Vocalist/Entertainer (3825). Flute and clarinet majors must double on saxo-

phone, and saxophone majors must double on clarinet.

The MU rating is, in a word – excitement! With fourteen bands in locations throughout the world - from Naples, Italy to Pearl Harbor, Hawaii, and numerous sites in between – MUs are performing over 7,000 times each year in support of Navy presence and recruiting missions, Presidential inaugurations, parades down *Main Street, USA*, and in support of a host of other venues too numerous to mention.

If you're a talented vocalist or instrumentalist, then you may want to consider requesting a lateral conversion to MU, and becoming a member of the Navy's Music team! If you're interested, speak with your Career Counselor and start the rolling process today! Visit www.bupers.navy.mil/navymusic to learn more about this exciting career opportunity or call the Navy Music Program Management Office (PERS-64) at DSN 882-4316/4317 for more information.

MU Detailer

Musician (PERS 64) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Musician Detailer (p64d):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p64d@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p64	Division Director	882-4312

CAREER PROGRESSION

ENLISTED ACTIVE/RESERVE CAREER PROGRESSION DIVISION
PERS 81

Conversions

In order to improve our service to you, NPC has made applying for an enlisted rating conversion even easier! Simply FAX your conversion request, and accompanying documentation, to the following fax number: (Fax packages to DSN: 882-2043. Check the receipt of the package at: www.staynavy.navy.mil and for conversion Qs&As: 1-866-U-ASK-NPC. With this new process, conversion requests are placed into routing for detailer/ECM review the same day.

Want to check the location, DTG of Approval/Disapproval message or other status of your Conversions Package? Visit the Conversions Status Web site at www.persnet.navy.mil/pers8/pers-81/Pers-811/Pers-811E.htm.

Standard Conversion Requirements: (1) 1306/7, (2) Last three evaluations, (3) ASVAB Scores, CT, IS, MA, RP, NC, CRF, HM, and DT ratings require additional documentation.

References: CREO/REGA NAVADMIN 353/02MPM 1440-010ETM Chapter 7. SRB/SDAP/STAR/OTT Fax: 882-2623.

SRB Info: Sailors reenlisting for SRB who subsequently apply for an Officer program will have SRB suspended as of the Class Convening date. Commands/PSDs are reminded to hold SRB payments in abeyance for those members who already have Officer packages pending until results from those request are received.

STAR: Requests are submitted to Pers 811 for staffing through rating detailer.

SRB questions: 1-866-U-ASK-NPC.

Pay and Personnel Assistance Center: Comm: (901) 874-2521. Web link: www.persnet.navy.mil.

Career Progression (PERS 81) Directory

E-mail address, replace xxxx with listed PERS Code:

Example: to e-mail the Conversions Manager (p811e):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p811e@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
P81	Director	(901) 874-3255
P81c	Conversions LPO(Active)	(901) 874-4166
P811	Branch Head (Active)	(901) 874-2245
P811a	Enlisted Selection Board Support	(901) 874-4615
P811a1	Enlisted Advancement Eligibility	(901) 874-3224
P811a2	Advancement Eligibility Case worker	(901) 874-368
P811b	Assistant Branch Head, Conditional Reenl/Extn	(901) 874-2499
P811e	Conversions Manager	(901) 874-3205
P811e3	Conditional Reenlistment/Extensions	(901) 874-3238
P811e2	Conversions Case Worker	(901) 874-3361
P811e6	Conversions Case Worker	(901) 874-4743
P811e7	Reenlistment/Extension/BCNR Case Worker	(901) 874-3147
P811ft	SRB Case Worker	(901) 874-3217
P811f2	SRB/STAR/ADV SRB Case Worker	(901) 874-4993
P811f4	SDAP/OTT Case Worker	(901) 874-3216
P811f5	SRB-LSRB/EB/SDAP/STAR/OTT Manager	(901) 874-3215
P812	Branch Head (Reserves)	(901) 874-4540
P812a	Assistant Branch Head	(901) 874-4541
P812a1	Reserve Enlisted General Assignment Recall Manager	(901) 874-3196
P812a2	Reserve Conversions Case Worker	(901) 874-4542
P812a3	Reserve Conversions/GAR Case Worker	(901) 874-3196
P812a4	Reserve Branch LCPO	(901) 874-3915

Fax 882-2771/2623